OIPE JC6
JUN 14 2004
PATENT & TRADEMARK OFFICE

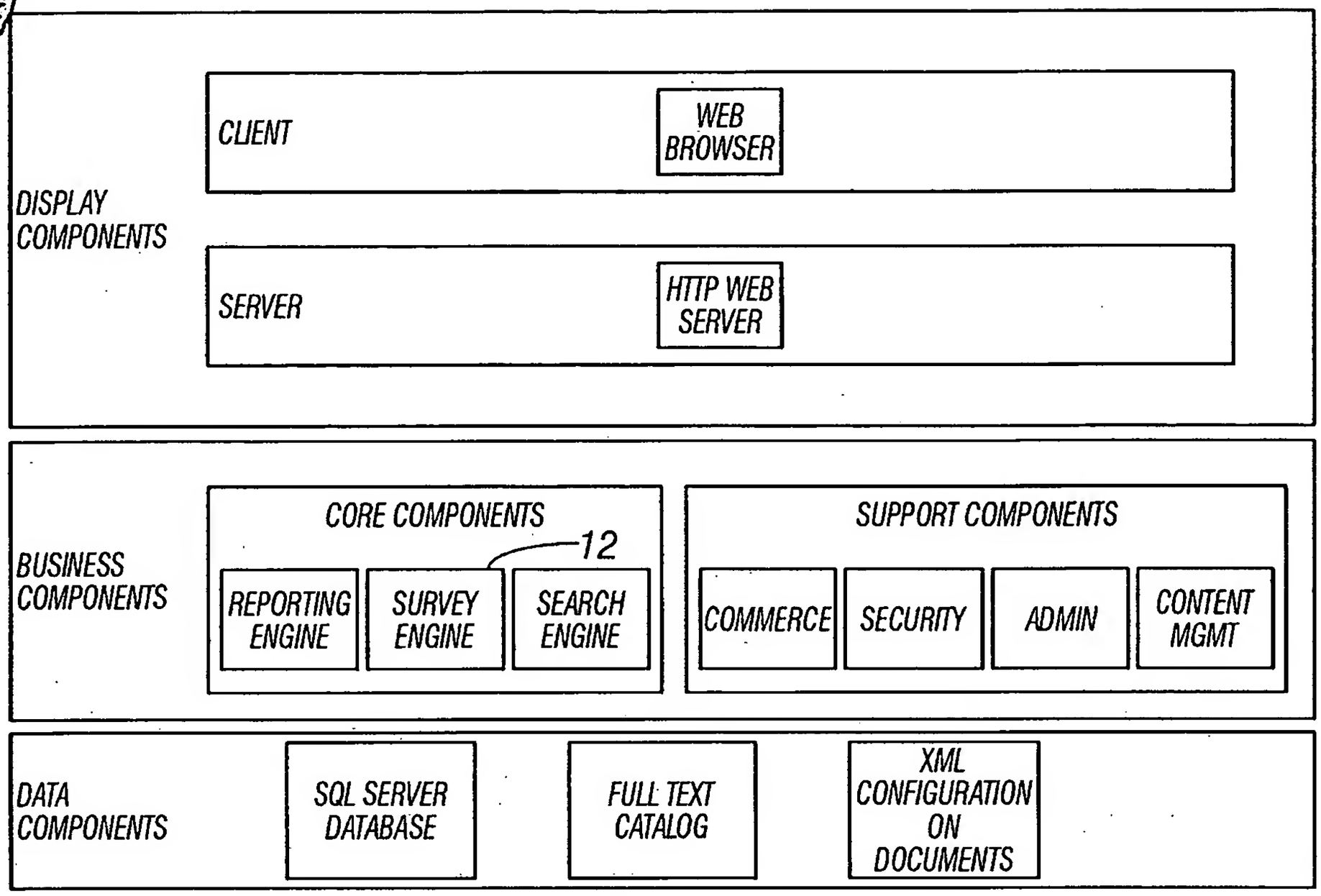


FIG. 1

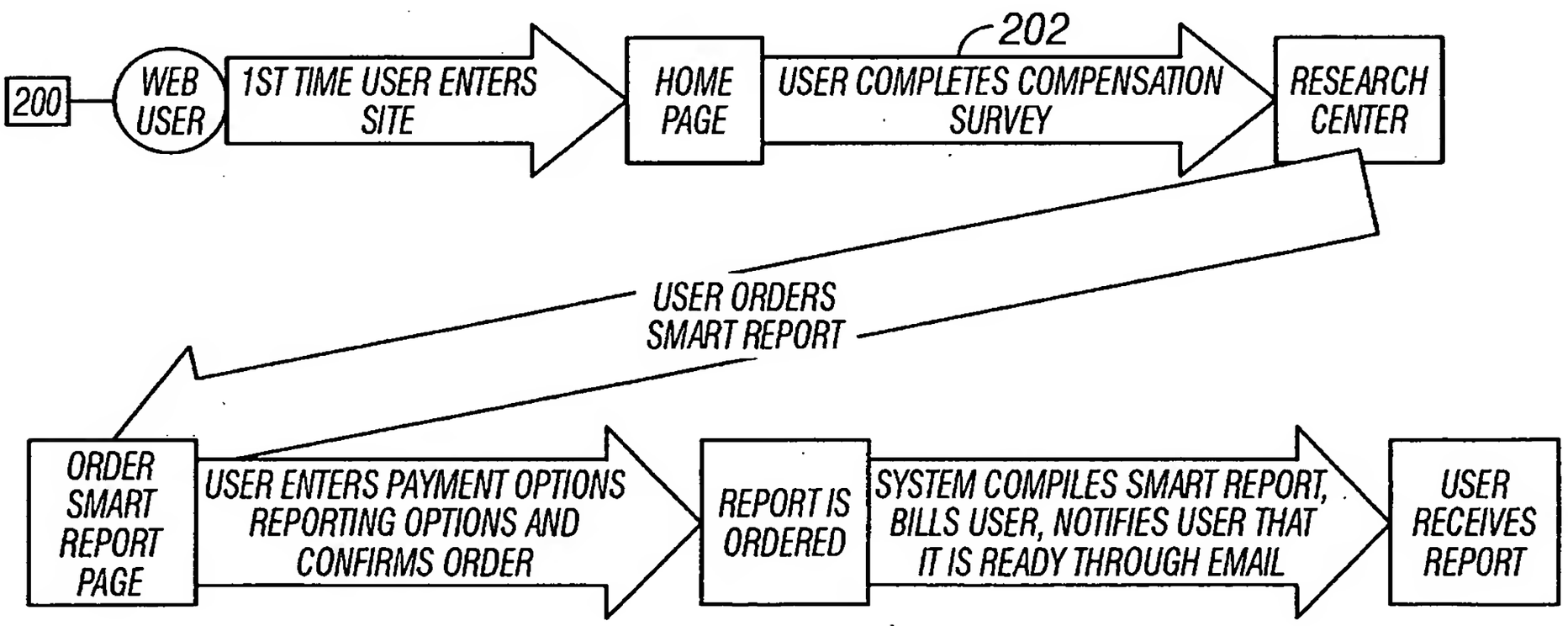


FIG. 2

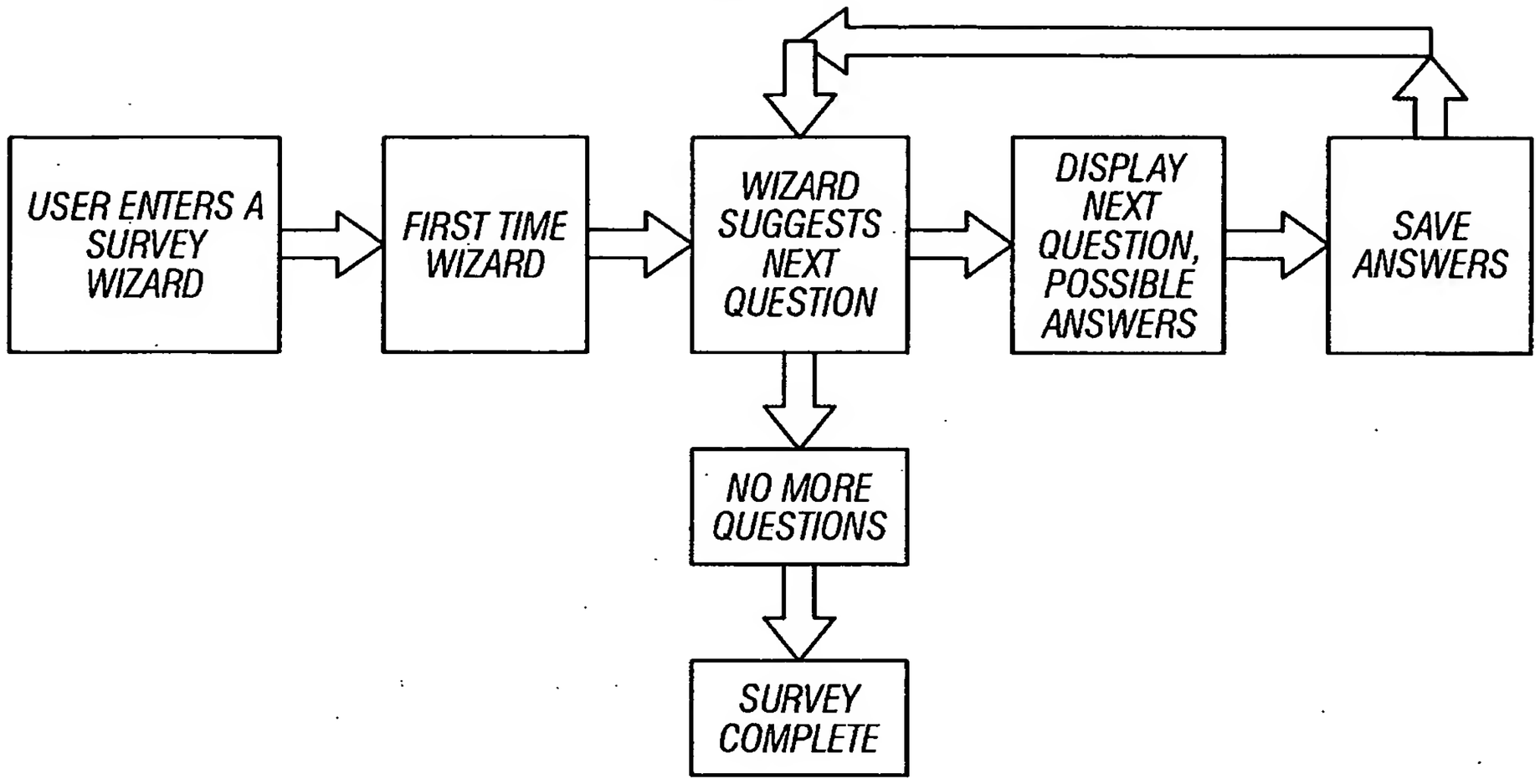

USER ENTERS A SURVEY WIZARD
FIRST TIME WIZARD
WIZARD SUGGESTS NEXT QUESTION
DISPLAY NEXT QUESTION, POSSIBLE ANSWERS
SAVE ANSWERS
NO MORE QUESTIONS
SURVEY COMPLETE

FIG. 3

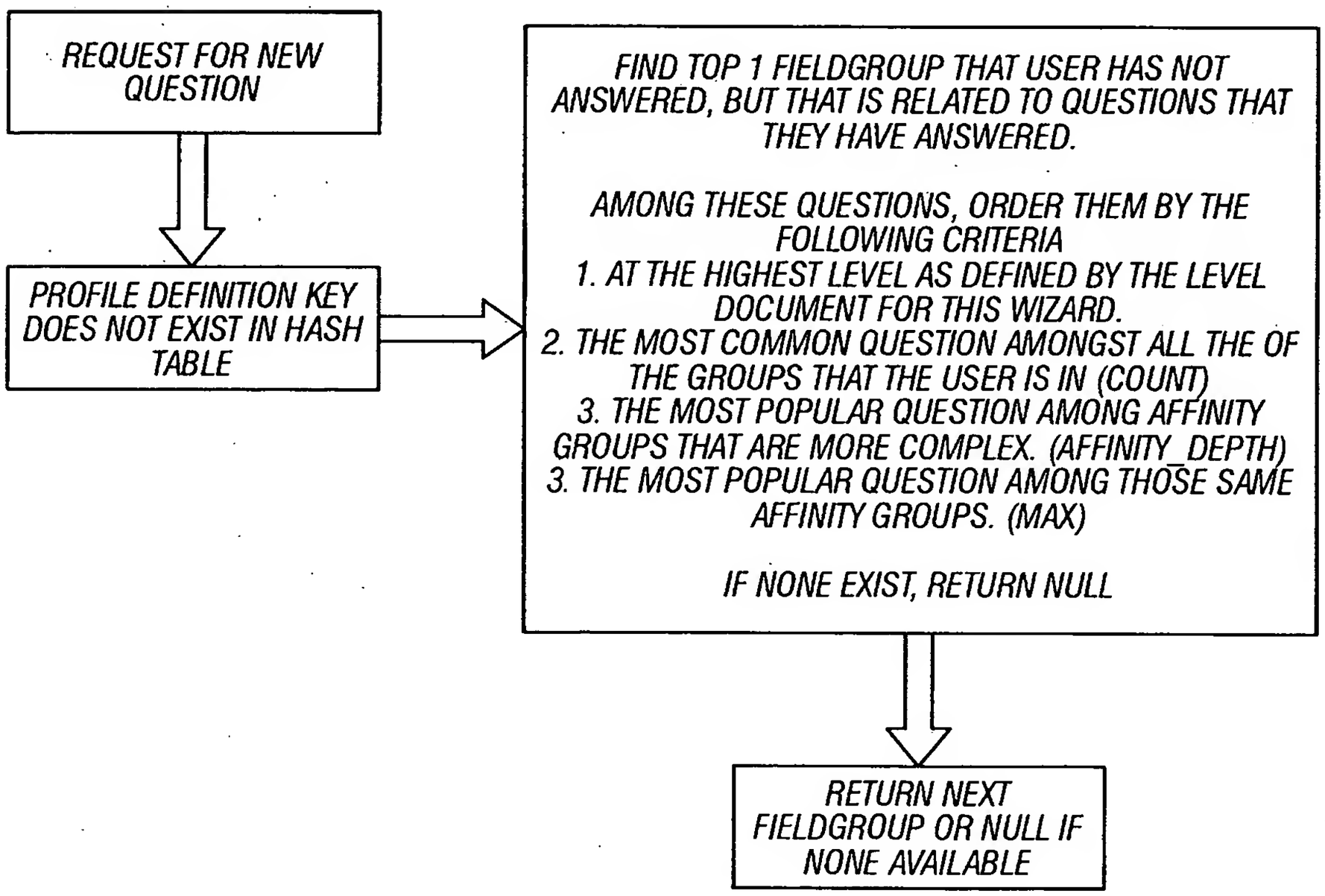

REQUEST FOR NEW QUESTION
PROFILE DEFINITION KEY DOES NOT EXIST IN HASH TABLE
FIND TOP 1 FIELDGROUP THAT USER HAS NOT ANSWERED, BUT THAT IS RELATED TO QUESTIONS THAT THEY HAVE ANSWERED.
AMONG THESE QUESTIONS, ORDER THEM BY THE FOLLOWING CRITERIA
1. AT THE HIGHEST LEVEL AS DEFINED BY THE LEVEL DOCUMENT FOR THIS WIZARD.
2. THE MOST COMMON QUESTION AMONGST ALL THE OF THE GROUPS THAT THE USER IS IN (COUNT)
3. THE MOST POPULAR QUESTION AMONG AFFINITY GROUPS THAT ARE MORE COMPLEX. (AFFINITY_DEPTH)
3. THE MOST POPULAR QUESTION AMONG THOSE SAME AFFINITY GROUPS. (MAX)
IF NONE EXIST, RETURN NULL
RETURN NEXT FIELDGROUP OR NULL IF NONE AVAILABLE

FIG. 4

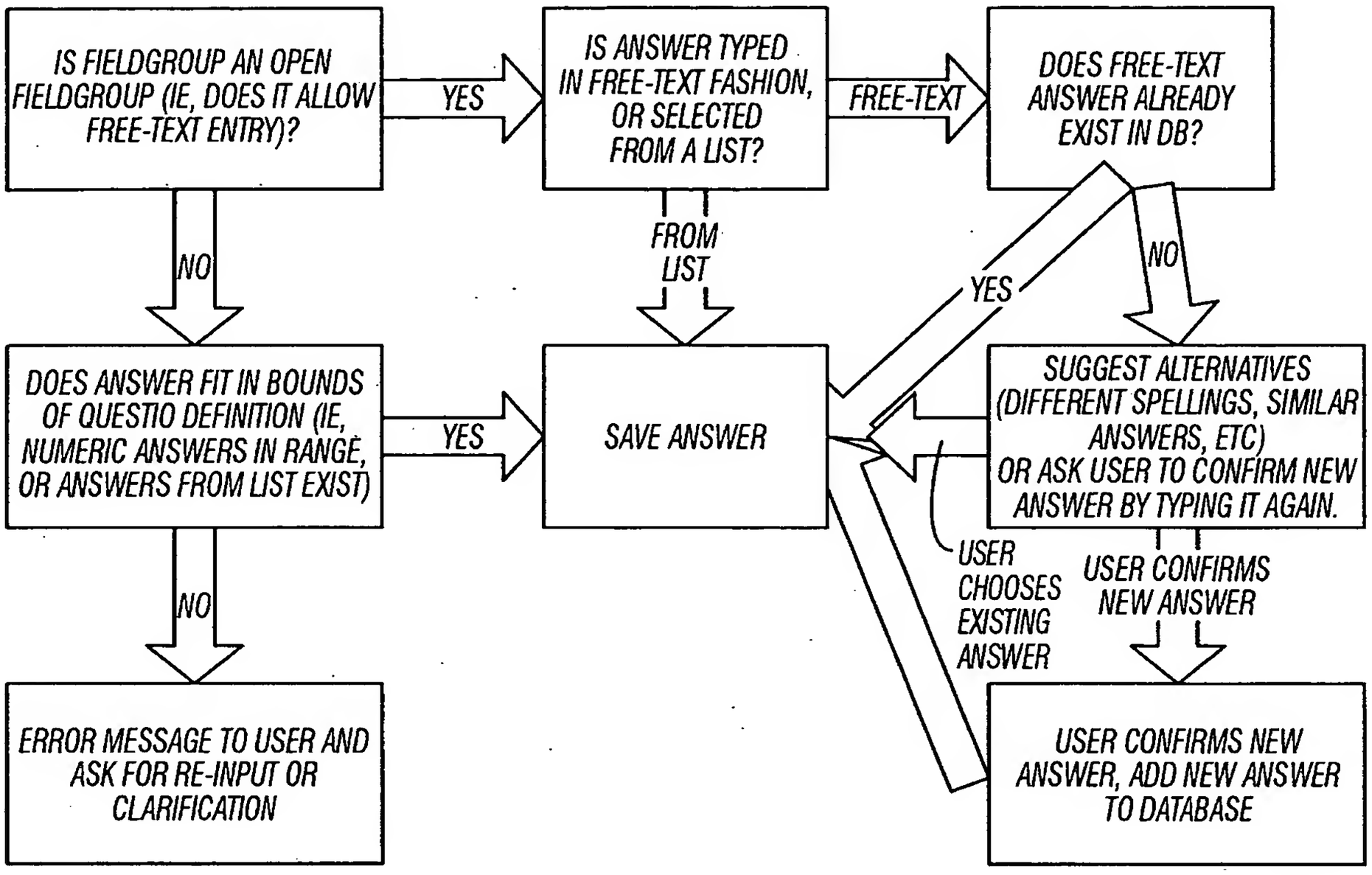


FIG. 5

INDUSTRY		LAW
JOB	TITLE	LAWYER
JOB	YEARS EXPERIENCE	5
SALARY	AMOUNT	$72,000
SALARY	CURRENCY	USD
SALARY	WORK WEEK	40 HOURS
LOCATION	CITY	SAN DIEGO
LOCATION	STATE	CA
LOCATION	COUNTRY	USA
BAR ASSOCIATION		CA BAR ASSOCIATION
BAR ASSOCIATION		US BAR ASSOCIATION
SCHOOL	NAME	HARVARD UNIVERSITY
SCHOOL	DEGREE	B.A.
SCHOOL	YEAR GRADUATED	1994
SCHOOL	NAME	GEORGETOWN UNIVERSITY
SCHOOL	DEGREE	JD
SCHOOL	YEAR GRADUATED	1998
BENEFITS		CORNER OFFICE
BENEFITS		FREE COFFEE
BENEFITS		HEALTH PLAN
BONUS	AMOUNT	$10,000
BONUS	CURRENCY	USD
BONUS	PERIOD	YEARLY

FIG. 6

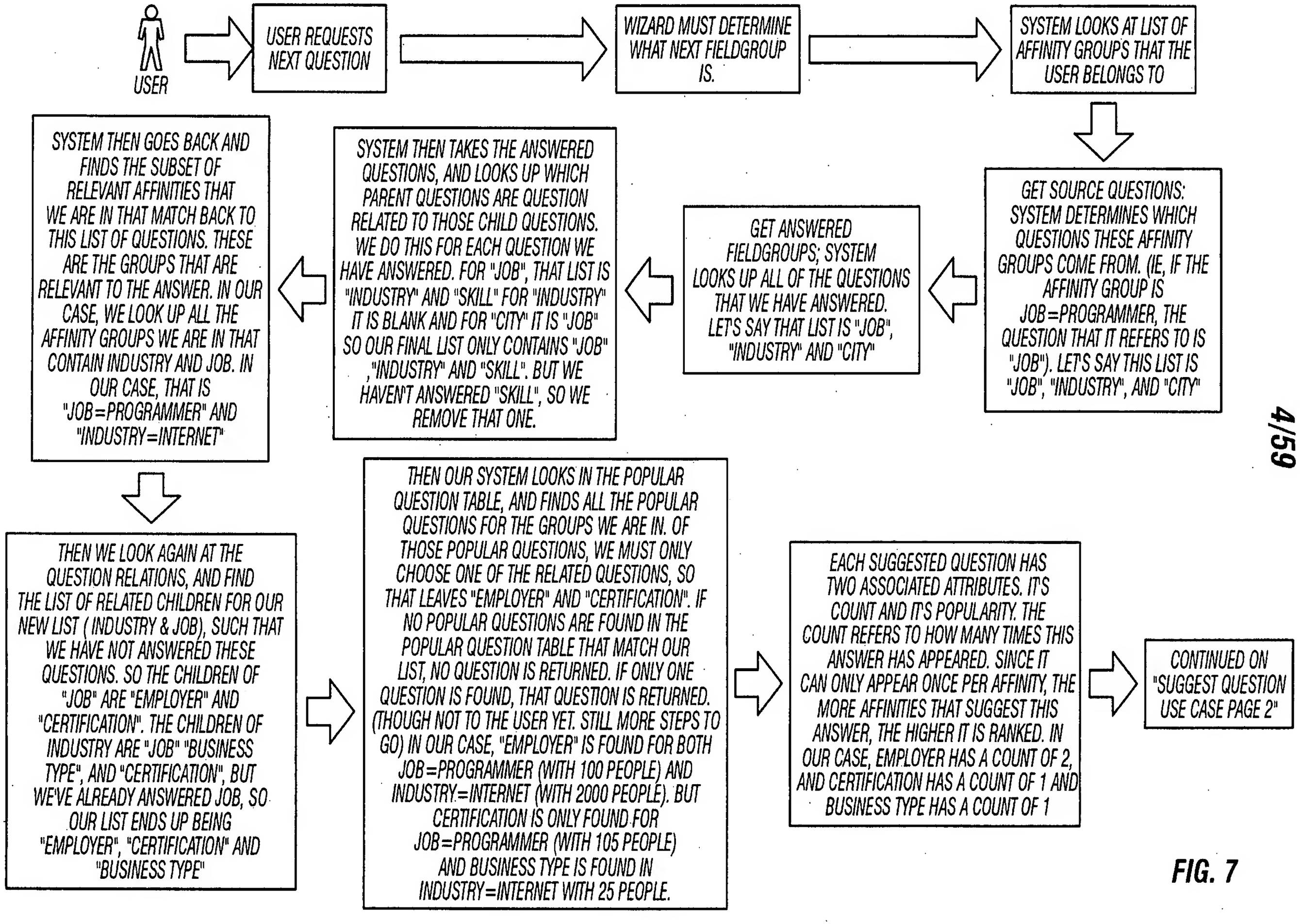

USER
USER REQUESTS NEXT QUESTION
WIZARD MUST DETERMINE WHAT NEXT FIELDGROUP IS.
SYSTEM LOOKS AT LIST OF AFFINITY GROUPS THAT THE USER BELONGS TO
GET SOURCE QUESTIONS: SYSTEM DETERMINES WHICH QUESTIONS THESE AFFINITY GROUPS COME FROM. (IE, IF THE AFFINITY GROUP IS JOB=PROGRAMMER, THE QUESTION THAT IT REFERS TO IS "JOB"). LET'S SAY THIS LIST IS "JOB", "INDUSTRY", AND "CITY"
GET ANSWERED FIELDGROUPS; SYSTEM LOOKS UP ALL OF THE QUESTIONS THAT WE HAVE ANSWERED. LET'S SAY THAT LIST IS "JOB", "INDUSTRY" AND "CITY"
SYSTEM THEN TAKES THE ANSWERED QUESTIONS, AND LOOKS UP WHICH PARENT QUESTIONS ARE QUESTION RELATED TO THOSE CHILD QUESTIONS. WE DO THIS FOR EACH QUESTION WE HAVE ANSWERED. FOR "JOB", THAT LIST IS "INDUSTRY" AND "SKILL" FOR "INDUSTRY" IT IS BLANK AND FOR "CITY" IT IS "JOB" SO OUR FINAL LIST ONLY CONTAINS "JOB" ,"INDUSTRY" AND "SKILL". BUT WE HAVEN'T ANSWERED "SKILL", SO WE REMOVE THAT ONE.
SYSTEM THEN GOES BACK AND FINDS THE SUBSET OF RELEVANT AFFINITIES THAT WE ARE IN THAT MATCH BACK TO THIS LIST OF QUESTIONS. THESE ARE THE GROUPS THAT ARE RELEVANT TO THE ANSWER. IN OUR CASE, WE LOOK UP ALL THE AFFINITY GROUPS WE ARE IN THAT CONTAIN INDUSTRY AND JOB. IN OUR CASE, THAT IS "JOB=PROGRAMMER" AND "INDUSTRY=INTERNET"
THEN WE LOOK AGAIN AT THE QUESTION RELATIONS, AND FIND THE LIST OF RELATED CHILDREN FOR OUR NEW LIST (INDUSTRY & JOB), SUCH THAT WE HAVE NOT ANSWERED THESE QUESTIONS. SO THE CHILDREN OF "JOB" ARE "EMPLOYER" AND "CERTIFICATION". THE CHILDREN OF INDUSTRY ARE "JOB" "BUSINESS TYPE", AND "CERTIFICATION", BUT WE'VE ALREADY ANSWERED JOB, SO OUR LIST ENDS UP BEING "EMPLOYER", "CERTIFICATION" AND "BUSINESS TYPE"
THEN OUR SYSTEM LOOKS IN THE POPULAR QUESTION TABLE, AND FINDS ALL THE POPULAR QUESTIONS FOR THE GROUPS WE ARE IN. OF THOSE POPULAR QUESTIONS, WE MUST ONLY CHOOSE ONE OF THE RELATED QUESTIONS, SO THAT LEAVES "EMPLOYER" AND "CERTIFICATION". IF NO POPULAR QUESTIONS ARE FOUND IN THE POPULAR QUESTION TABLE THAT MATCH OUR LIST, NO QUESTION IS RETURNED. IF ONLY ONE QUESTION IS FOUND, THAT QUESTION IS RETURNED. (THOUGH NOT TO THE USER YET. STILL MORE STEPS TO GO) IN OUR CASE, "EMPLOYER" IS FOUND FOR BOTH JOB=PROGRAMMER (WITH 100 PEOPLE) AND INDUSTRY=INTERNET (WITH 2000 PEOPLE). BUT CERTIFICATION IS ONLY FOUND FOR JOB=PROGRAMMER (WITH 105 PEOPLE) AND BUSINESS TYPE IS FOUND IN INDUSTRY=INTERNET WITH 25 PEOPLE.
EACH SUGGESTED QUESTION HAS TWO ASSOCIATED ATTRIBUTES. IT'S COUNT AND IT'S POPULARITY. THE COUNT REFERS TO HOW MANY TIMES THIS ANSWER HAS APPEARED. SINCE IT CAN ONLY APPEAR ONCE PER AFFINITY, THE MORE AFFINITIES THAT SUGGEST THIS ANSWER, THE HIGHER IT IS RANKED. IN OUR CASE, EMPLOYER HAS A COUNT OF 2, AND CERTIFICATION HAS A COUNT OF 1 AND BUSINESS TYPE HAS A COUNT OF 1
CONTINUED ON "SUGGEST QUESTION USE CASE PAGE 2"

FIG. 7

EACH SUGGESTED QUESTION ALSO HAS A POPULARITY, WHICH IS A TALLY OF THE NUMBER OF PEOPLE WHO ANSWERED THAT QUESTION FOR A GIVEN AFFINITY. IN OUR CASE, EMPLOYER HAS A POPULARITY OF 100 AND CERTIFICATION HAS A POPULARITY OF 105, AND BUSINESS TYPE HAS A POPULARITY OF 25

THIS LIST IS THEN PASSED TO THE WIZARD IN THE GIVEN ORDER. SO THE LIST IS
"EMPLOYER"
"CERTIFICATION"
"BUSINESS TYPE"

THE WIZARD THEN COMPARES THIS ORDERED LIST TO THE LEVELS DOCUMENT. THERE, IT CHECKS WHETHER THE QUESTION MATCHES THE APPROPRIATE CONSTRAINTS, AND IF NOT, SUGGESTS ANOTHER QUESTION

EACH QUESTION HAS A CORRESPONDING LEVEL, FROM 1 TO INFINITY. 1 IS THE LOWEST LEVEL.. A USER HAS A CORRESPONDING LEVEL, WHICH IS THE HIGHEST LEVEL OF ANY QUESTION THE USER HAS ANSWERED.
IN OUR CASE, "EMPLOYER" IS LEVEL 5 AND "CERTIFICATION" IS LEVEL 5 AND BUSINESS TYPE IS LEVEL 2. THE USER HAS ANSWERED "JOB" (LEVEL 2). "INDUSTRY" (LEVEL 1), AND "CITY" (LEVEL 3), SO THE USER HAS A CORRESPONDING LEVEL OF 3.

SINCE BUSINESS TYPE IS BELOW THE LEVEL OF THE CURRENT USER, IT IS AUTOMATICALLY DISQUALIFIED. ONLY QUESTIONS AT THE SAME LEVEL OR ABOVE CAN BE CONSIDERED.

NOW, OUR LIST LOOKS LIKE EMPLOYER (LEVEL 5) CERTIFICATION (LEVEL 5)

WE THEN LOOK TO SEE WHAT IS THE NEXT LEVEL THAT HAS QUESTIONS WE HAVE NOT ANSWERED. THAT IS LEVEL 4. IF LEVEL 4 IS A REQUIRED LEVEL, THEN WE MUST SUGGEST THE DEFAULT QUESTION FOR LEVEL 4. (EACH REQUIRED LEVEL MUST HAVE A DEFAULT QUESTION).

IN OUR CASE, LEVEL 4 IS NOT REQUIRED, SO WE SUGGEST THE TOP QUESTION FROM OUR LIST: EMPLOYER

THE USER IS THEN PRESENTED WITH THE "EMPLOYER" QUESTION.

FIG. 8

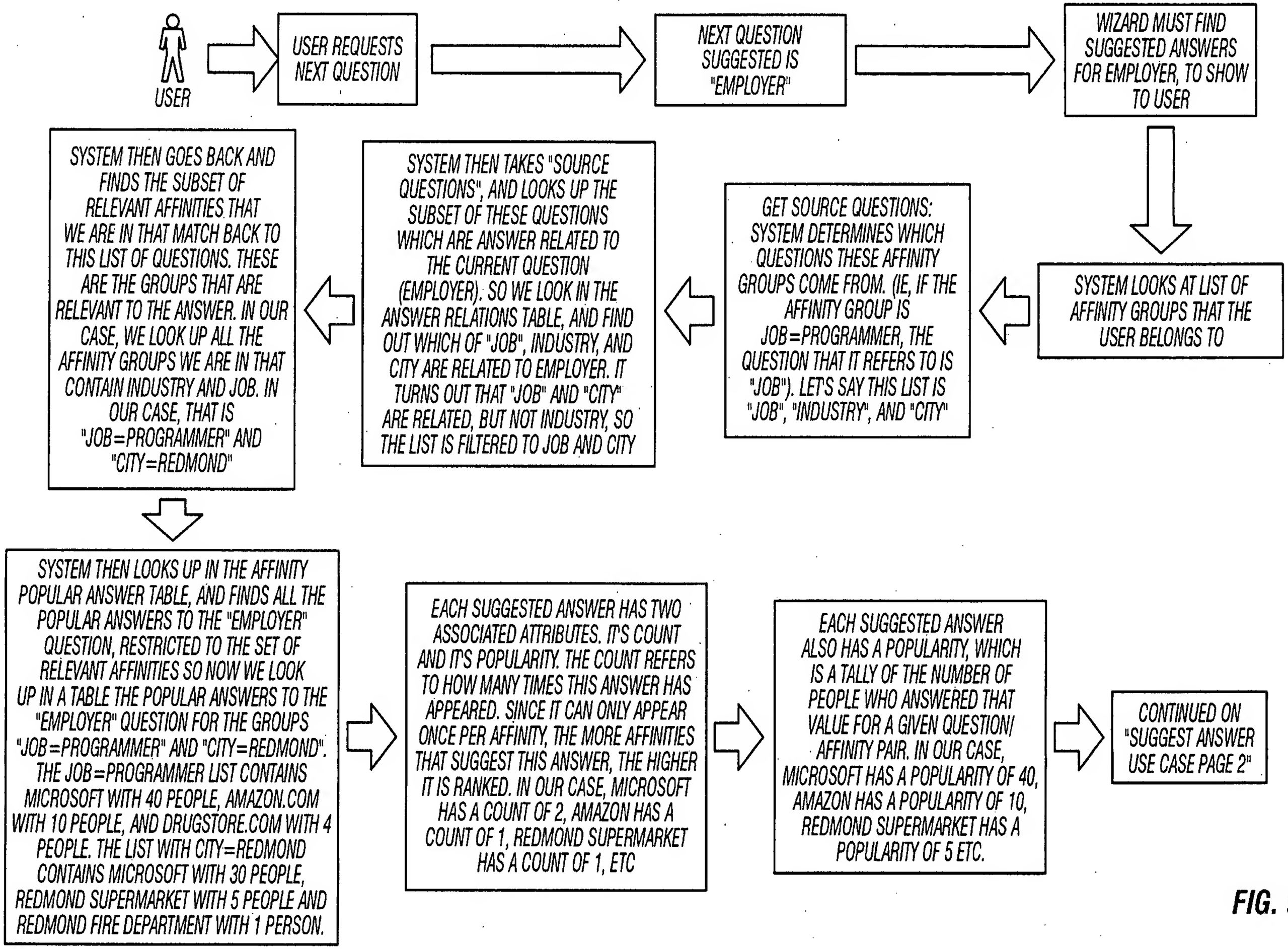

USER
USER REQUESTS NEXT QUESTION
NEXT QUESTION SUGGESTED IS "EMPLOYER"
WIZARD MUST FIND SUGGESTED ANSWERS FOR EMPLOYER, TO SHOW TO USER
SYSTEM LOOKS AT LIST OF AFFINITY GROUPS THAT THE USER BELONGS TO
GET SOURCE QUESTIONS: SYSTEM DETERMINES WHICH QUESTIONS THESE AFFINITY GROUPS COME FROM. (IE, IF THE AFFINITY GROUP IS JOB=PROGRAMMER, THE QUESTION THAT IT REFERS TO IS "JOB"). LET'S SAY THIS LIST IS "JOB", "INDUSTRY", AND "CITY"
SYSTEM THEN TAKES "SOURCE QUESTIONS", AND LOOKS UP THE SUBSET OF THESE QUESTIONS WHICH ARE ANSWER RELATED TO THE CURRENT QUESTION (EMPLOYER). SO WE LOOK IN THE ANSWER RELATIONS TABLE, AND FIND OUT WHICH OF "JOB", INDUSTRY, AND CITY ARE RELATED TO EMPLOYER. IT TURNS OUT THAT "JOB" AND "CITY" ARE RELATED, BUT NOT INDUSTRY, SO THE LIST IS FILTERED TO JOB AND CITY
SYSTEM THEN GOES BACK AND FINDS THE SUBSET OF RELEVANT AFFINITIES THAT WE ARE IN THAT MATCH BACK TO THIS LIST OF QUESTIONS. THESE ARE THE GROUPS THAT ARE RELEVANT TO THE ANSWER. IN OUR CASE, WE LOOK UP ALL THE AFFINITY GROUPS WE ARE IN THAT CONTAIN INDUSTRY AND JOB. IN OUR CASE, THAT IS "JOB=PROGRAMMER" AND "CITY=REDMOND"
SYSTEM THEN LOOKS UP IN THE AFFINITY POPULAR ANSWER TABLE, AND FINDS ALL THE POPULAR ANSWERS TO THE "EMPLOYER" QUESTION, RESTRICTED TO THE SET OF RELEVANT AFFINITIES SO NOW WE LOOK UP IN A TABLE THE POPULAR ANSWERS TO THE "EMPLOYER" QUESTION FOR THE GROUPS "JOB=PROGRAMMER" AND "CITY=REDMOND". THE JOB=PROGRAMMER LIST CONTAINS MICROSOFT WITH 40 PEOPLE, AMAZON.COM WITH 10 PEOPLE, AND DRUGSTORE.COM WITH 4 PEOPLE. THE LIST WITH CITY=REDMOND CONTAINS MICROSOFT WITH 30 PEOPLE, REDMOND SUPERMARKET WITH 5 PEOPLE AND REDMOND FIRE DEPARTMENT WITH 1 PERSON.
EACH SUGGESTED ANSWER HAS TWO ASSOCIATED ATTRIBUTES. IT'S COUNT AND IT'S POPULARITY. THE COUNT REFERS TO HOW MANY TIMES THIS ANSWER HAS APPEARED. SINCE IT CAN ONLY APPEAR ONCE PER AFFINITY, THE MORE AFFINITIES THAT SUGGEST THIS ANSWER, THE HIGHER IT IS RANKED. IN OUR CASE, MICROSOFT HAS A COUNT OF 2, AMAZON HAS A COUNT OF 1, REDMOND SUPERMARKET HAS A COUNT OF 1, ETC
EACH SUGGESTED ANSWER ALSO HAS A POPULARITY, WHICH IS A TALLY OF THE NUMBER OF PEOPLE WHO ANSWERED THAT VALUE FOR A GIVEN QUESTION/ AFFINITY PAIR. IN OUR CASE, MICROSOFT HAS A POPULARITY OF 40, AMAZON HAS A POPULARITY OF 10, REDMOND SUPERMARKET HAS A POPULARITY OF 5 ETC.
CONTINUED ON "SUGGEST ANSWER USE CASE PAGE 2"

FIG. 9

THESE ANSWERS ARE THEN ORDERED, FIRST BY THE COUNT, THEN BY THE MAXIMUM POPULARITY (IE, IF A SUGGESTED ANSWER HAS TWO DIFFERENT POPULARITIES FOR TWO DIFFERENT GROUPS (SUCH AS INDUSTRY=INTERNET, AND CITY=REDMOND) THE GREATER VALUE IS USED. THEN WE LIMIT THIS LIST TO THE TOP 10 OF THESE ANSWERS.

HOWEVER, IF THIS QUESTION IS A DROPDOWN, THEN WE MUST SUGGEST OTHER ANSWERS, EVEN IF THEY DON'T APPEAR ON THE POPULARITY LIST. IN THIS CASE, THE 10 ANSWER LIMIT DOES NOT APPLY AND THE DROPDOWN ALWAYS CONTAINS ALL THE POSSIBLE CHOICES. AN EXAMPLE OF THIS IS A "COUNTRY" LIST, WHERE ALL THE COUNTRIES MUST BE LISTED.

IN OUR CASE, THE LIST WOULD LOOK LIKE:
MICROSOFT
AMAZON.COM
REDMOND SUPERMARKET
DRUGSTORE.COM
REDMOND FIRE DEPARTMENT

THAT IS THE LIST OF SUGGESTED ANSWERS FOR EMPLOYER, FOR THIS USER. HE MAY CHOOSE ONE OF THOSE ANSWERS, OR SELECT ONE FROM ANOTHER LIST, OR CREATE A NEW ANSWER.

FIG. 10

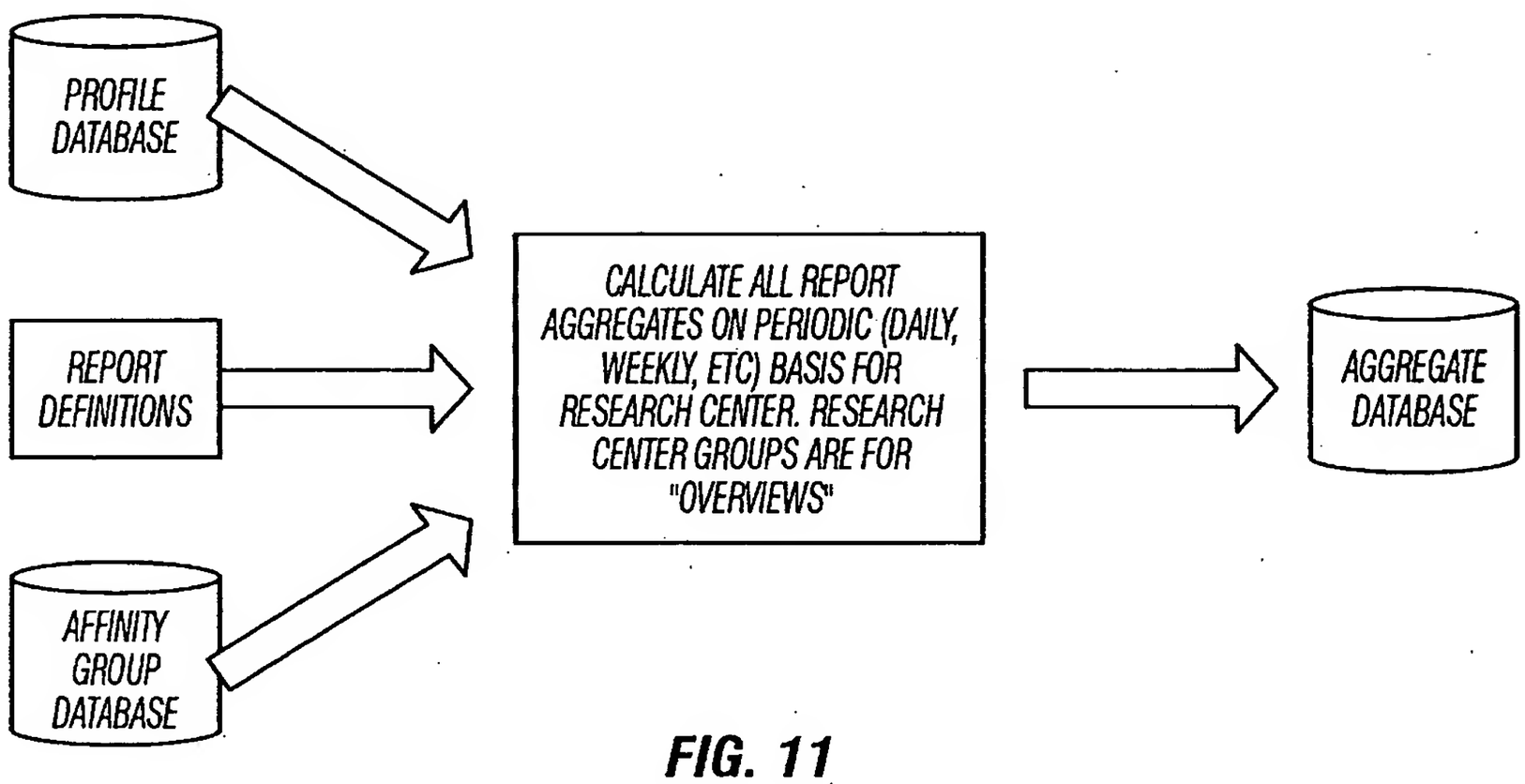


FIG. 11

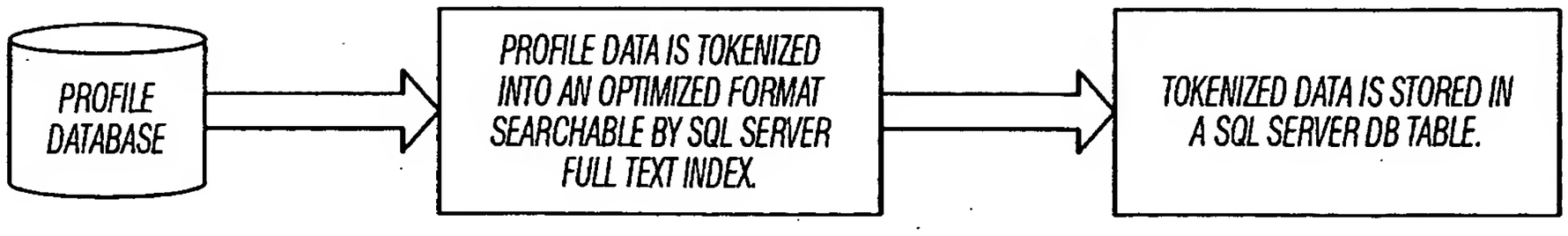

PROFILE DATABASE
PROFILE DATA IS TOKENIZED INTO AN OPTIMIZED FORMAT SEARCHABLE BY SQL SERVER FULL TEXT INDEX.
TOKENIZED DATA IS STORED IN A SQL SERVER DB TABLE.

FIG. 12

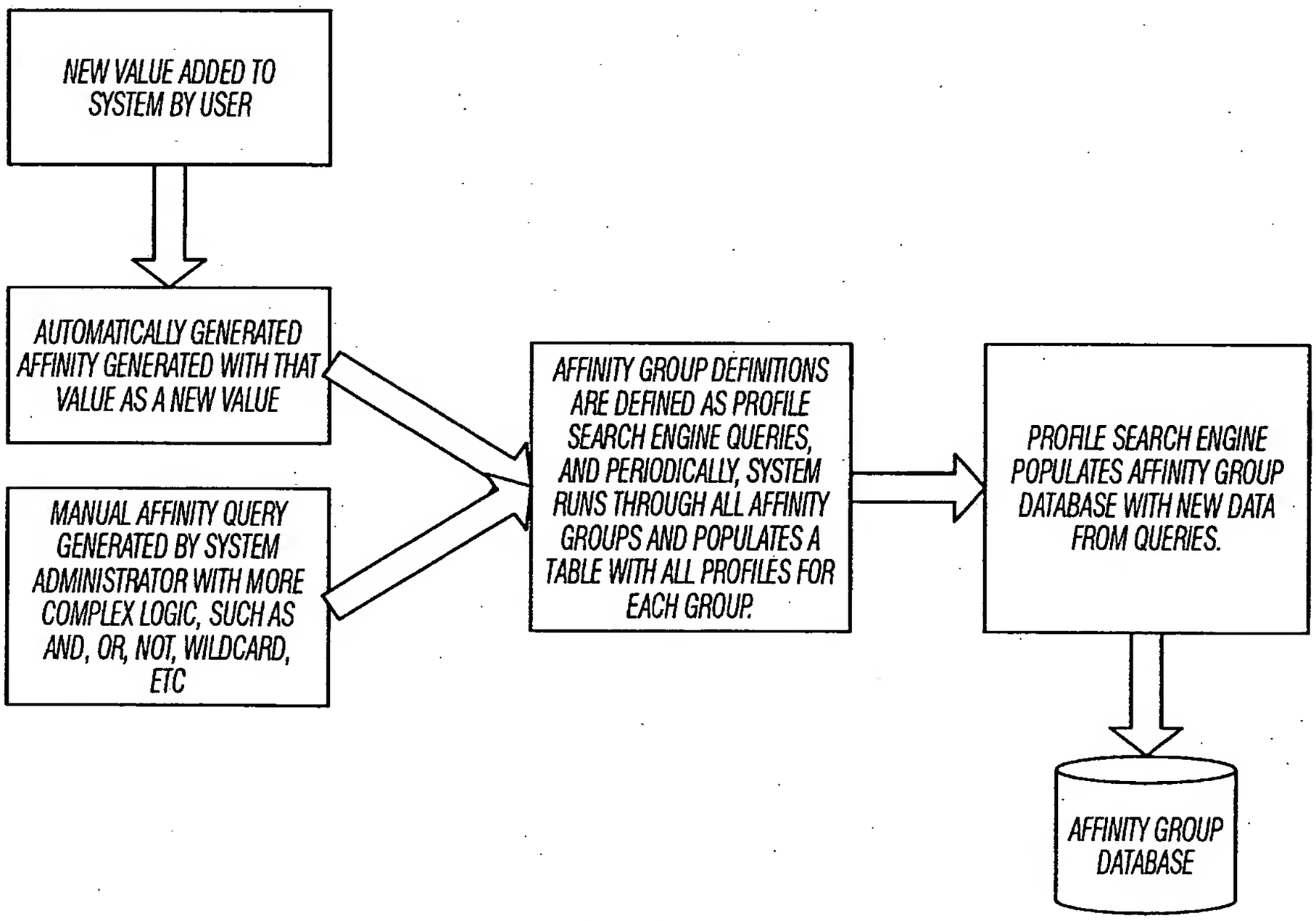

NEW VALUE ADDED TO SYSTEM BY USER
AUTOMATICALLY GENERATED AFFINITY GENERATED WITH THAT VALUE AS A NEW VALUE
MANUAL AFFINITY QUERY GENERATED BY SYSTEM ADMINISTRATOR WITH MORE COMPLEX LOGIC, SUCH AS AND, OR, NOT, WILDCARD, ETC
AFFINITY GROUP DEFINITIONS ARE DEFINED AS PROFILE SEARCH ENGINE QUERIES, AND PERIODICALLY, SYSTEM RUNS THROUGH ALL AFFINITY GROUPS AND POPULATES A TABLE WITH ALL PROFILES FOR EACH GROUP.
PROFILE SEARCH ENGINE POPULATES AFFINITY GROUP DATABASE WITH NEW DATA FROM QUERIES.
AFFINITY GROUP DATABASE

FIG. 13

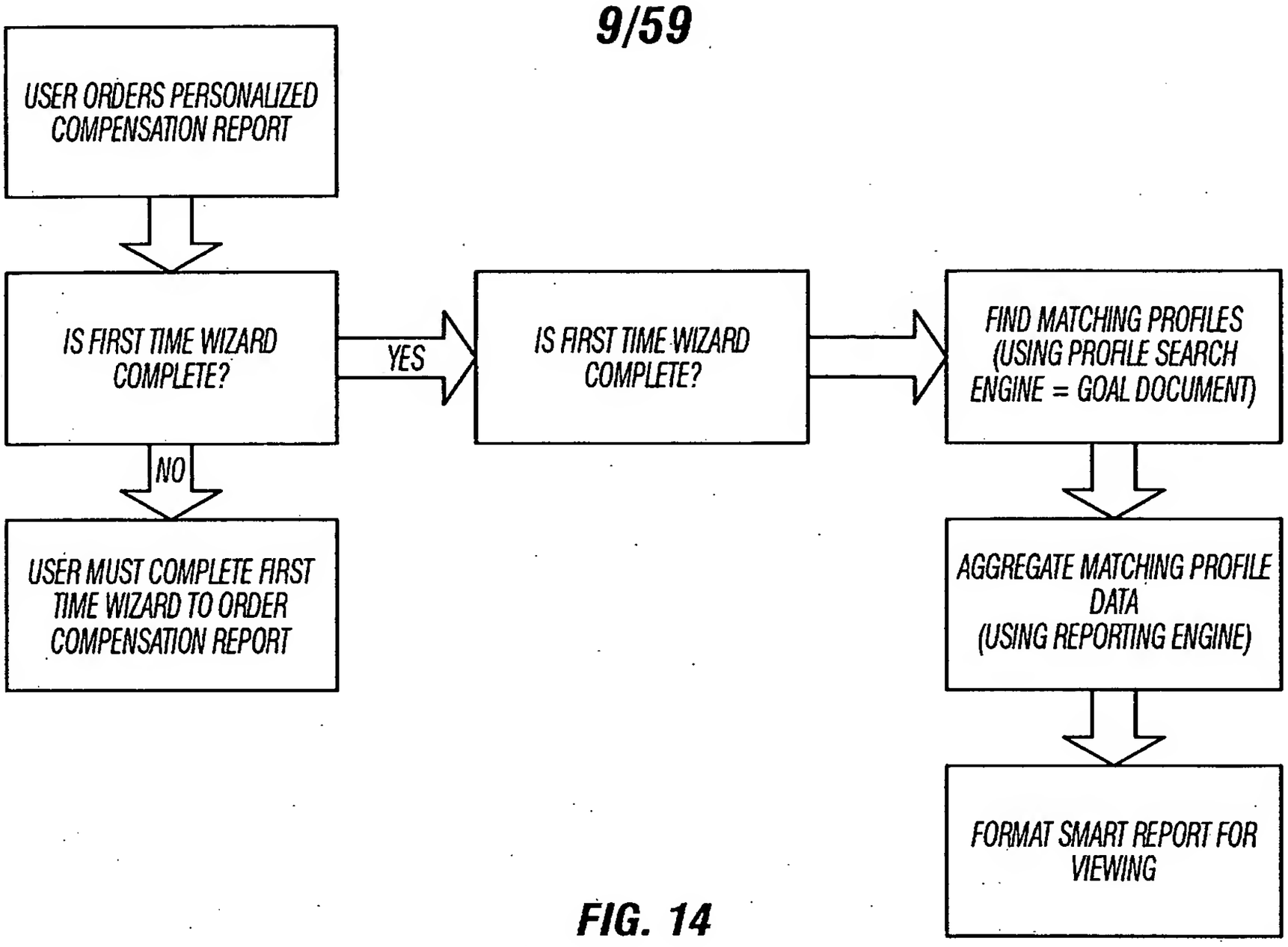

USER ORDERS PERSONALIZED COMPENSATION REPORT
IS FIRST TIME WIZARD COMPLETE?
YES
NO
IS FIRST TIME WIZARD COMPLETE?
USER MUST COMPLETE FIRST TIME WIZARD TO ORDER COMPENSATION REPORT
FIND MATCHING PROFILES (USING PROFILE SEARCH ENGINE = GOAL DOCUMENT)
AGGREGATE MATCHING PROFILE DATA (USING REPORTING ENGINE)
FORMAT SMART REPORT FOR VIEWING

FIG. 14

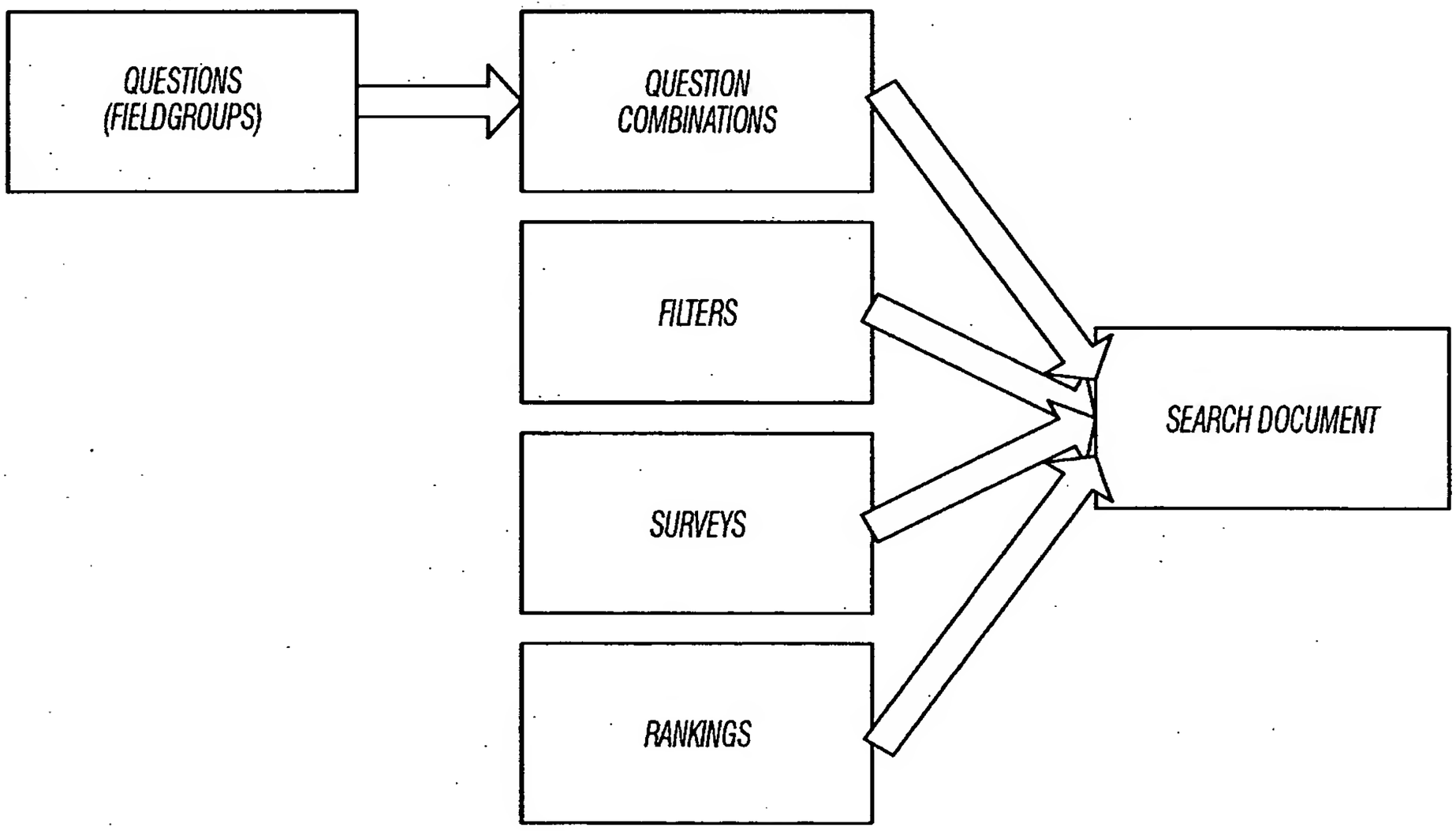

QUESTIONS (FIELDGROUPS)
QUESTION COMBINATIONS
FILTERS
SURVEYS
RANKINGS
SEARCH DOCUMENT

FIG. 15

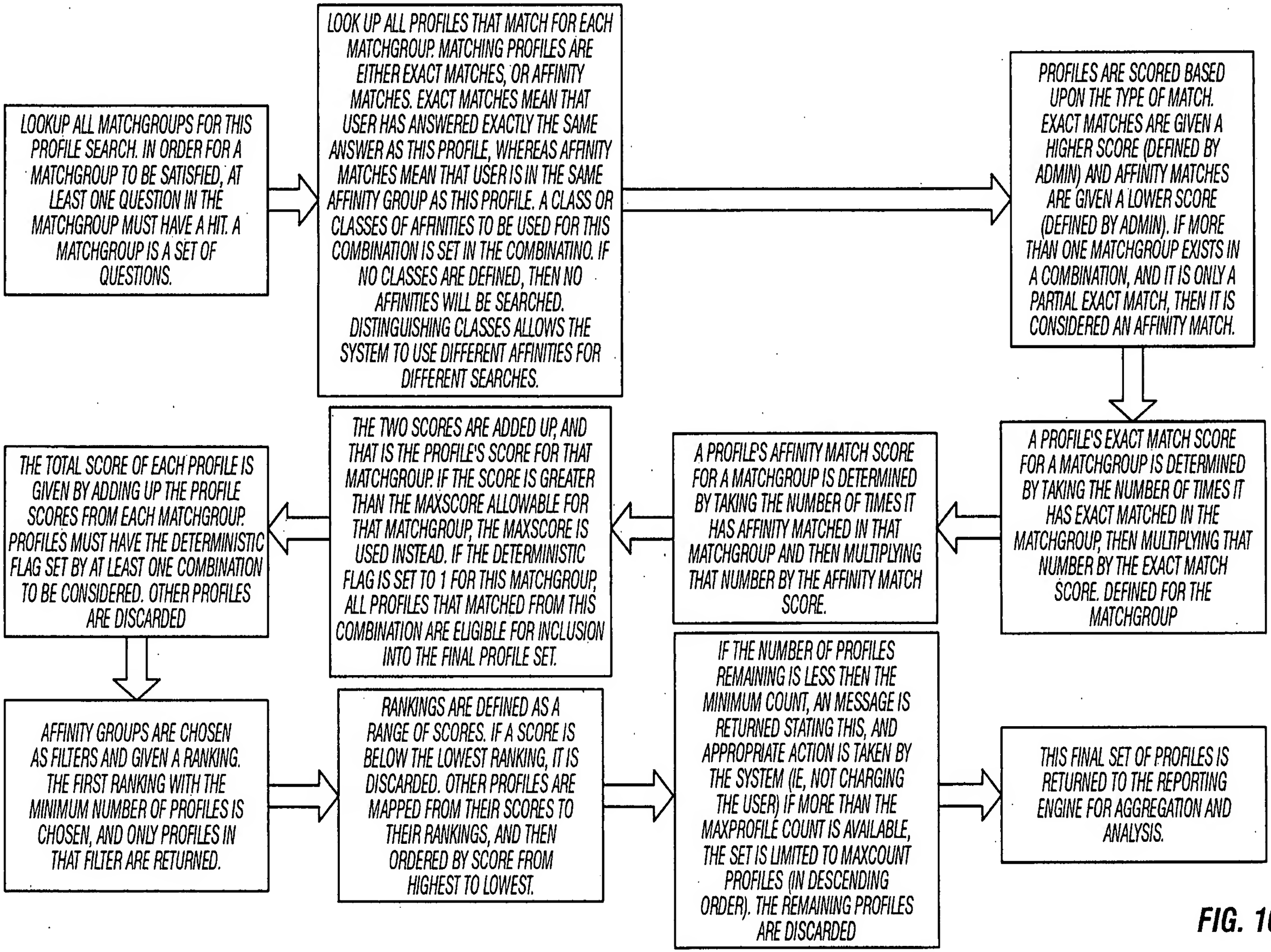
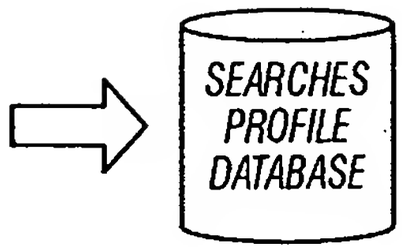

LOOKUP ALL MATCHGROUPS FOR THIS PROFILE SEARCH. IN ORDER FOR A MATCHGROUP TO BE SATISFIED, AT LEAST ONE QUESTION IN THE MATCHGROUP MUST HAVE A HIT. A MATCHGROUP IS A SET OF QUESTIONS.
LOOK UP ALL PROFILES THAT MATCH FOR EACH MATCHGROUP. MATCHING PROFILES ARE EITHER EXACT MATCHES, OR AFFINITY MATCHES. EXACT MATCHES MEAN THAT USER HAS ANSWERED EXACTLY THE SAME ANSWER AS THIS PROFILE, WHEREAS AFFINITY MATCHES MEAN THAT USER IS IN THE SAME AFFINITY GROUP AS THIS PROFILE. A CLASS OR CLASSES OF AFFINITIES TO BE USED FOR THIS COMBINATION IS SET IN THE COMBINATINO. IF NO CLASSES ARE DEFINED, THEN NO AFFINITIES WILL BE SEARCHED. DISTINGUISHING CLASSES ALLOWS THE SYSTEM TO USE DIFFERENT AFFINITIES FOR DIFFERENT SEARCHES.
PROFILES ARE SCORED BASED UPON THE TYPE OF MATCH. EXACT MATCHES ARE GIVEN A HIGHER SCORE (DEFINED BY ADMIN) AND AFFINITY MATCHES ARE GIVEN A LOWER SCORE (DEFINED BY ADMIN). IF MORE THAN ONE MATCHGROUP EXISTS IN A COMBINATION, AND IT IS ONLY A PARTIAL EXACT MATCH, THEN IT IS CONSIDERED AN AFFINITY MATCH.
A PROFILE'S EXACT MATCH SCORE FOR A MATCHGROUP IS DETERMINED BY TAKING THE NUMBER OF TIMES IT HAS EXACT MATCHED IN THE MATCHGROUP, THEN MULTIPLYING THAT NUMBER BY THE EXACT MATCH SCORE. DEFINED FOR THE MATCHGROUP
A PROFILE'S AFFINITY MATCH SCORE FOR A MATCHGROUP IS DETERMINED BY TAKING THE NUMBER OF TIMES IT HAS AFFINITY MATCHED IN THAT MATCHGROUP AND THEN MULTIPLYING THAT NUMBER BY THE AFFINITY MATCH SCORE.
THE TWO SCORES ARE ADDED UP, AND THAT IS THE PROFILE'S SCORE FOR THAT MATCHGROUP. IF THE SCORE IS GREATER THAN THE MAXSCORE ALLOWABLE FOR THAT MATCHGROUP, THE MAXSCORE IS USED INSTEAD. IF THE DETERMINISTIC FLAG IS SET TO 1 FOR THIS MATCHGROUP, ALL PROFILES THAT MATCHED FROM THIS COMBINATION ARE ELIGIBLE FOR INCLUSION INTO THE FINAL PROFILE SET.
THE TOTAL SCORE OF EACH PROFILE IS GIVEN BY ADDING UP THE PROFILE SCORES FROM EACH MATCHGROUP. PROFILES MUST HAVE THE DETERMINISTIC FLAG SET BY AT LEAST ONE COMBINATION TO BE CONSIDERED. OTHER PROFILES ARE DISCARDED
IF THE NUMBER OF PROFILES REMAINING IS LESS THEN THE MINIMUM COUNT, AN MESSAGE IS RETURNED STATING THIS, AND APPROPRIATE ACTION IS TAKEN BY THE SYSTEM (IE, NOT CHARGING THE USER) IF MORE THAN THE MAXPROFILE COUNT IS AVAILABLE, THE SET IS LIMITED TO MAXCOUNT PROFILES (IN DESCENDING ORDER). THE REMAINING PROFILES ARE DISCARDED
RANKINGS ARE DEFINED AS A RANGE OF SCORES. IF A SCORE IS BELOW THE LOWEST RANKING, IT IS DISCARDED. OTHER PROFILES ARE MAPPED FROM THEIR SCORES TO THEIR RANKINGS, AND THEN ORDERED BY SCORE FROM HIGHEST TO LOWEST.
AFFINITY GROUPS ARE CHOSEN AS FILTERS AND GIVEN A RANKING. THE FIRST RANKING WITH THE MINIMUM NUMBER OF PROFILES IS CHOSEN, AND ONLY PROFILES IN THAT FILTER ARE RETURNED.
THIS FINAL SET OF PROFILES IS RETURNED TO THE REPORTING ENGINE FOR AGGREGATION AND ANALYSIS.

FIG. 16

DEFINITION ("PEOPLE IN THE LEGAL INDUSTRY")

INDUSTRY	INDUSTRY	LAW
	OR	
JOB	JOB	LAWYER
	OR	
JOB	JOB	PARALEGAL
	OR	
JOB	JOB	PARTNER



PROFILES

LAWYER FROM CHICAGO, IL. WHO MAKES $53,300

PARTNER IN LAW FIRM FROM ST. PAUL, MN. WHO MAKES $84,000

PARALEGAL IN NYC WHO MAKES $34,000

FIG. 17

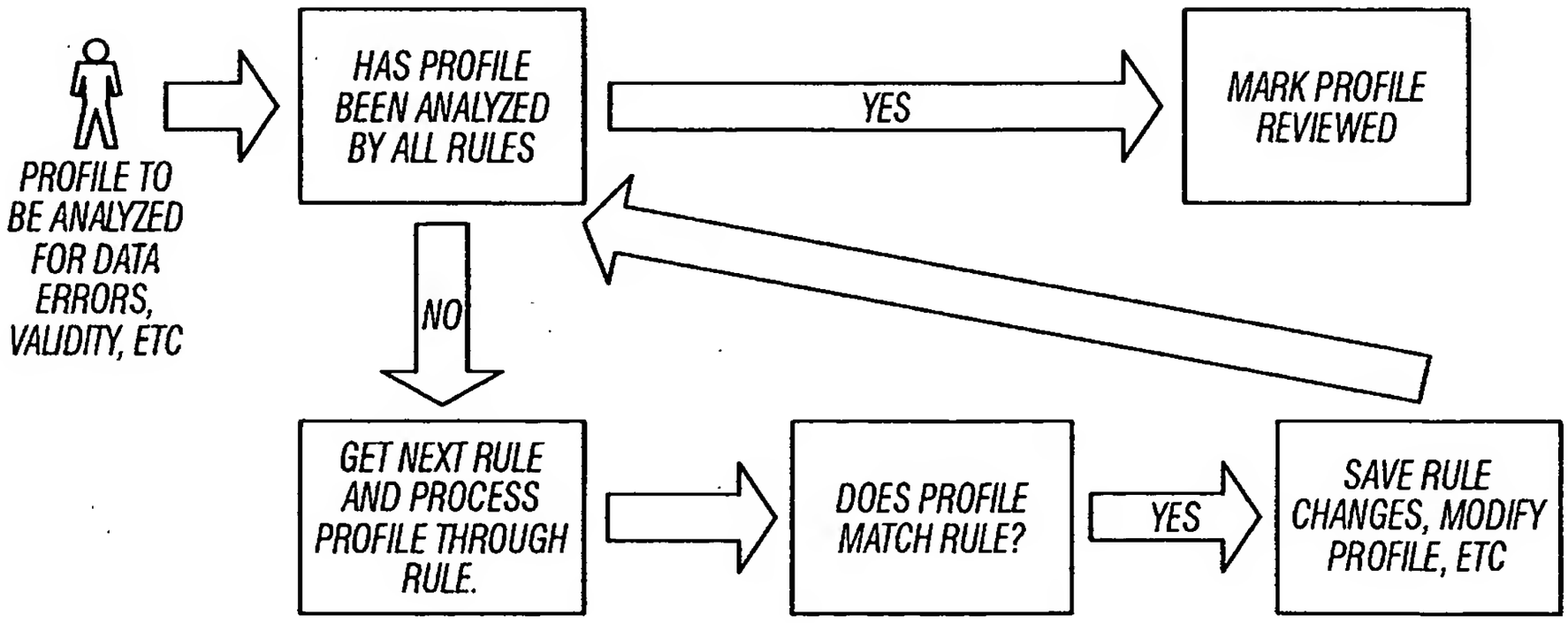


FIG. 18

A SERIES OF EXAMPLE RULES USED IN THE RULES ENGINE

RULES ARE AMENDED FROM TIME TO TIME AS NEEDED FOR THE SYSTEM TO PROCESS PROFILES IN THE MOST EFFICIENT AND ACCURATE WAY. THESE ARE EXAMPLES. ONE SKILLED IN THE ART WILL EASILY UNDERSTAND THAT OTHER RULES MAY BE EMPLOYED.

1. IF ANY ANSWER EXISTS FOR THE FIELD DEGREE, AND THE PROFILE ALSO CONTAINS CERTIFICATION="DEGREE" AND/OR CERTIFICATION="DIPLOMA IN INFORMATION TECHNOLOGY", THEN REMOVE THOSE VALUE(S) FOR CERTIFICATION.
2. IF AN ANSWER FOR BENEFITS/PERKS="MEDICAL/DENTAL/VISION/HEALTH INSURANCE" EXISTS AND PROFILE ALSO CONTAINS BENEFITS/PERKS="DENTAL INSURANCE" AND/OR BENEFITS/PERKS="HEALTH INSURANCE" THEN REMOVE THOSE LATTER VALUE(S) FOR BENEFITS/PERKS.
3. IF ANY CURRENCY <> "US - DOLLARS" THEN FLAG THE PROFILE FOR REVIEW. (THIS RULE TO BE REMOVED AT A LATER TIME WHEN THE SYSTEM HAS GAINED CERTAIN LEVELS OF COMFORT WITH NON-US PROFILES).
4. IF PROFILE DOES NOT CONTAIN AN ANSWER FOR SALARY OR HOURLY RATE, THEN FLAG THE PROFILE FOR REVIEW.
5. IF PROFILE CONTAINS ANY NON-ZERO VALUE FOR SALARY OR HOURLY RATE, AND ALSO CONTAINS ANSWERS FOR THE FIELDGROUPS PROFIT SHARE, MONTHLY ROYALTY, OR DAILY INCOME WITH THE VALUES OF 0, THEN REMOVE THE FIELDGROUP(S) FOR THOSE THAT CONTAIN VALUES OF 0.
6. IF PROFILE CONTAINS A ZERO VALUE FOR ALL COMPENSATION QUESTIONS IN THE PROFILE, THEN DEACTIVATE THE PROFILE.
7. IF THE CURRENCY FIELD DOES NOT MATCH FOR ALL COMPENSATION QUESTIONS IN THE PROFILE, THEN FLAG THE PROFILE FOR REVIEW.
8. IF ANY FIELD EXCEPT THE JOB FIELD CONTAINS "N/A" OR "NONE" THEN GLOBAL REMOVE THE VALUE. IF THE FIELD WAS FOR JOB, THEN FLAG THE PROFILE FOR REVIEW.
9. PROFILES SHOULD ALSO BE MARKED FOR REVIEW IF THEY CONTAIN A NUMBER OF ANSWERS TO FIELDS ACCORDING TO THIS TABLE:

FIELD BENEFITS/PERKS...IF>=8 ANSWER VALUES IN PROFILE
FIELD JOB...IF>=4 ANSWER VALUES IN PROFILE
FIELD PRIMARY RESPONSIBILITIES...IF>=8 ANSWER VALUES IN PROFILE
SKILL...IF>=8 VALUES
INDUSTRY ... IF>=5 VALUES
OTHER FIELDS ARE OK TO PASS THROUGH.

10. IF THERE IS NO VALUE FOR COUNTRY BUT THERE IS A NON-ZERO VALUE FOR SALARY OR HOURLY RATE WITH CURRENCY="US - DOLLARS", AND THERE IS A VALUE FOR JOB, AND THE EMAIL ADDRESS DOES NOT END IN ".CA", ".BR", ".HK", ETC, THEN ADD COUNTRY ="UNITED STATES" TO THE PROFILE.
11. IF CURRENCY=US AND SALARY IS < $8000 THEN MARK FOR REVIEW. IF HOURLY RATE > 350, OR < 5 US DOLLARS, ALSO MARK FOR REVIEW. DO THIS SIMILAR RULE AGAIN FOR OTHER CURRENCIES AND SALARY/HOURLY RATE RANGES.
12. IF ANY OF THE FOLLOWING "RARE" FIELDGROUPS EXIST IN A PROFILE (POSITION, TENURED, RUNS BATTED IN, ETC), THEN FLAG THE PROFILE FOR REVIEW.
13. IF THERE IS NO EMPLOYER NAME BUT THERE IS A VALUE FOR PRODUCTACTIVITY, THEN REMOVE ANY AND ALL PRODUCTACTIVITY ANSWERS FROM THE PROFILE, BUT ONLY DO IT IF THERE IS NO OTHER REASON FOR THE PROFILE TO BE FLAGGED FOR REVIEW FROM OTHER RULES.
14. IF THERE ARE NO COMPENSATION ANSWERS AT ALL, THEN DEACTIVATE PROFILE.

FIG. 19

15. IF EMAIL NAME CONTAINS FUNNY WORDS LIKE "NEEDAJOB" OR "JOHNDOE" OR "ASDF" OR "QWERTY", OR "TEST", ETC, THEN FLAG PROFILE FOR REVIEW.
16. IF EITHER OF THE CITY OR STATE FIELDS IS THE SAME AS A KNOWN COUNTRY NAME, BUT THE PROFILE'S ANSWER FOR COUNTRY IS NOT THE SAME AS THE PROFILE'S ANSWER FOR CITY AND/OR STATE, THEN FLAG THE PROFILE FOR REVIEW.
17. THE NO-ANSWERS RULE INACTIVATES AND MARKS A PROFILE REVIEWED IF THERE ARE NO ANSWERS AT ALL IN THE PROFILE. ALSO, IF THERE ARE ONLY INDUSTRY FIELDGROUPS ANSWERED (EITHER CONFIRMED OR UN-CONFIRMED) AND NO OTHER TYPES OF FIELDGROUPS ANSWERED, THEN ALSO INACTIVATE AND MARK IT REVIEWED.
18. IF THE EMPLOYER NAME IS LIKE "PAYSCALE" OR "PRIVATE" OR "NONE OF YOUR BUSINESS" , ETC, THEN DEACTIVATE PROFILE.
19. IF THE EMAIL NAME CONTAINS "UNDERPAID.COM", "PAYSCALE.COM", (INTERNAL TEST EMAIL ADDRESSES) THEN DEACTIVATE THE PROFILE.
20. IF THERE IS MORE THAN 1 ANSWER FOR BENEFITS/PERKS, BUT ONE OF THEM IS "NONE (CONTRACT-BASED)", THEN THE ANSWER "NONE (CONTRACT-BASED)" SHOULD BE REMOVED FROM THE PROFILE.
21. IF BOTH JOB = "SR. SOFTWARE ENGINEER / DEVELOPER / PROGRAMMER" AND JOB = "SOFTWARE ENGINEER / DEVELOPER / PROGRAMMER" IN THE PROFILE, THEN REMOVE THE LATTER ONE FROM THE PROFILE. IF BOTH JOB = "CONSULTANT, IT" AND JOB = "CONSULTANT" ALSO IN THE PROFILE, THEN REMOVE THE LATTER ONE. IF BOTH JOB = "SENIOR DATABASE ADMINISTRATOR (DBA)" AND JOB = "DATABASE ADMINISTRATOR (DBA)" THEN REMOVE THE LATTER ONE.
22. IF YEARS IN FIELD = 0, AND THE PROFILE'S EMPLOYMENT STATUS / SEARCH GOAL IS NOT "STUDENT/EVALUATING JOB OFFER", THEN MARK PROFILE FOR REVIEW.
23. IF A PROFILE HAS AN UNCONFIRMED (NEW) VALUE FOR CERTIFICATION, AND THERE IS NO DEGREE ANSWERED IN THE PROFILE, THEN IF THE NEW ANSWER FOR CERTIFICATION IS ALREADY AN EXACT MATCH OF AN EXISTING VALUE FOR THE "DEGREE" FIELD, REMOVE THE UNCONFIRMED CERTIFICATION FROM THE PROFILE AND ADD THE KNOWN DEGREE INSTEAD.
24. PROFILES WITH THESE JOB COMBINATIONS SHOULD BE MARKED FOR REVIEW: (ASSOCIATE ATTORNEY OR ENTRY-LEVEL ATTORNEY) AND (GENERAL COUNSEL OR PARTNER - LAW FIRM).
25. CHECK/APPLY ALL ABOVE RULES TO THE PROFILE FIRST. IF THERE IS NO REASON FOR THE PROFILE TO BE DEACTIVATED OR FLAGGED FOR REVIEW, BUT IF A PROFILE HAS NO SMART REPORT YET AND THERE IS A VALUE FOR JOB THAT WOULD SUCCEED IF THE SMART REPORT WAS RUN, THEN AUTOMATICALLY ORDER AND DELIVER A SMART REPORT FOR THIS PROFILE.
26. CHECK/APPLY ALL ABOVE RULES TO THE PROFILE FIRST. IF THERE IS NO REASON FOR THE PROFILE TO BE DEACTIVATED OR FLAGGED FOR REVIEW, AND IF THERE IS A VALUE FOR COUNTRY, A NON-ZERO VALUE FOR SALARY OR HOURLY RATE, AND VALUE FOR JOB THAT WOULD SUCCEED THE SMART REPORT WHEN RUN (OR IF THE LAST SMART REPORT IS KNOWN TO HAVE SUCCEEDED), THEN ACTIVATE THE PROFILE.

FIG. 19
(Continued)

PayScale

SS1

The best analysis available comparing your job profile to the salary and compensation packages of people whose skills and experiences match yours.

Get The Payscale Report!

— *Preparing for a salary negotiation?*
— *Contemplating a career or job change?*
— *Thinking of moving to a new city?*
— *Looking for peace of mind?*

Start by selecting one of the following:

- ◉ *Currently employed, seeking information*
- ○ *Not Employed, seeking information*
- ○ *Evaluating specific job offer or raise*

Login Information:

E-mail Address: [ ] *(Existing user login)*

(Must be a valid email address your privacy is assured.)

Password: [ ]

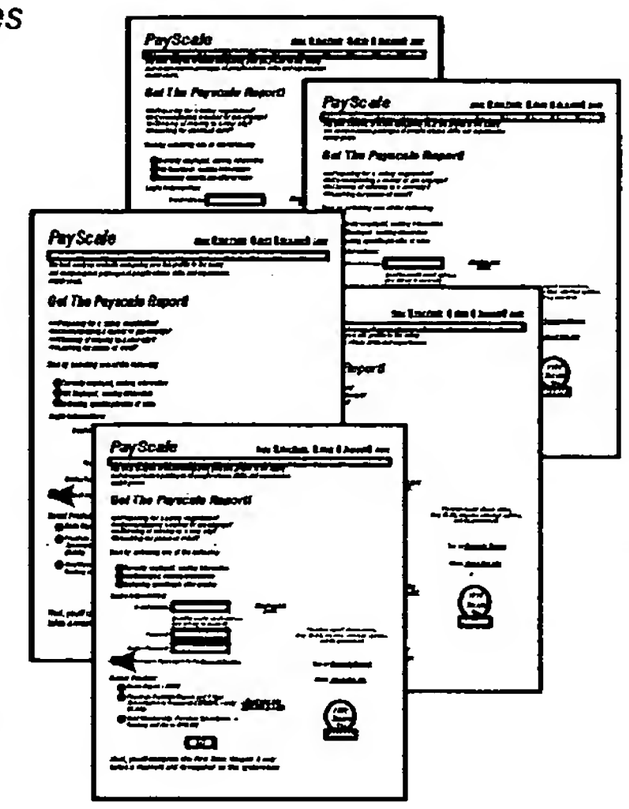
Confirm Password: [ ]

☐ ← *Check here if you agree to the Terms of Service.*

Select Product:

- ○ *Basic Report - FREE!*
- ◉ *Premium Payscale Report and 1 Year Subscription to Research (SPECIAL - only $9.95!)* *- Read why this selection is best!*
- ○ *Gold Membership: Premium Subscription + Tracking and Alerts ($19.95)*

GO



Premium report shown above, Only $9.95, inlcudes unlimited updates, and it's guaranteed.

See an Example Report

More about this site

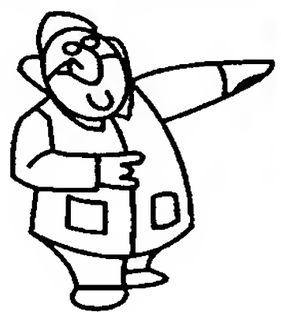
VeriSign Secure Site
Click to Verify

Next, you'll complete the First Time Wizard. It only takes a moment and is required so the system can

FIG. 20

PayScale! SS2 Home | Your Profile | Alerts | Research | Logout

Build Your Profile



Answer these questions to create your Payscale Report. Be honest otherwise your report will not work!

Profile meter:

This profile is 0% complete. At %100 we will show you how you compare.

Question:

Industry

About this question: Industry is the type of work or profession you are in.

SELECT YOUR PRIMARY INDUSTRY. YOU MAY CHOOSE MORE THAN ONE IF NEEDED: (Part 1 of 1)

Type answer:

Or choose from popular answers:

- IT -- Computer, Software
- IT -- Computer, Hardware / Systems
- IT -- Networking
- Administrative, Support, and Clerical
- Finance / Accounting
- Healthcare - Services
- Legal Services, Legislature, Law
- Engineering
- Manufacturing
- Internet and New Media
- Consulting Services
- Human Resources
- Retail
- Telecommunications
- E-Commerce

More...

Answer Clear

If this question is not relevant to your job profile, you can Skip it.

Security Notice: Your Privacy is important. Only the computer system uses your information to make comparisons as a service to you.

FIG. 21

PayScale! **SS3** Home | Your Profile | Alerts | Research | Logout

More Answers

Here are More Answers for Industry...

Choose below, or search to find your answer: GO

INDUSTRIES: Browse: A B C D E F G H I J K L M N O P Q R S T U V W X Y Z # All

- **(A)**
- a4
- Account Management
- accounts payable
- Acupuncture
- Adhesives & Sealants
- Administrative, Support, and Clerical
- Admissions Representative
- Advertising
- Aerospace Systems
- Aerospace, Aeronautics, Astronautics, Defense
- Aggregate Equipment
- Agriculture
- Agriculture, Forestry, Fishing
- Air Courier (Transportation)
- Air Traffic Controller
- Anesthesiologist
- Apparel / Accessories
- Appliance & tool (Consumer Cyclical)
- Archaeology
- Architectural Millwork
- Architecture
- Art Education / Museums
- art historian gallery sales
- Arts and Entertainment
- Arts Information and box office
- AS/400 Computer Operator
- attorney
- Audio & Video Equipment

FIG. 22

PayScale! SS4 Home | Your Profile | Alerts | Research | Logout

Confirm Answers

Please CONFIRM Your Answer for Industry...

You answered: "Zoomba"

Confirm your original answer by typing it again:

Your Answwer: Zoomba

Confirm Answer: Zoomba

Note: Use proper spelling, correct upper/lower case letters, and complete answers.

Continue Cancel

Security Notice: Your Privacy is important. Only the computer system uses your information to make comparisons as a service to you.

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FIG. 23

PayScale! **SS5** Home | Your Profile | Alerts | Research | Logout

Please select from the following choices

? ? ? *Please select questions that fit most appropriately for you.*

Compensation

Check each form of compensation that you receive, and then choose the finished button.

Finished

- ☐ *Salary*
- ☐ *Hourly Rate*
- ☐ *Profit/Equity Share*
- ☐ *Commission on Sales*
- ☐ *Monthly Royalties*
- ☐ *Bonus*
- ☐ *Overtime Rate*
- ☐ *Average Monthly Income*
- ☐ *Average Daily Income*

The questions above will be used to compare your compensation with other people who have similar answers. Check the questions that pertain to your profile, and then click one of the Finished buttons.

Finished

Security Notice: Your Privacy is important. Only the computer system uses your information to make comparisons as a service to you.

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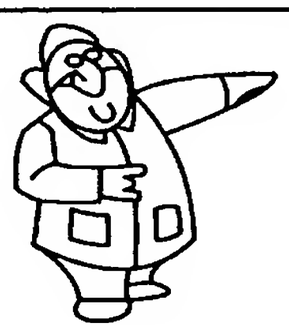
FIG. 24

PayScale! SS6

Home | Your Profile | Alerts | Research | Logout

Build Your Profile



Question:

About this question:

Answer these questions to create your Payscale Report. Be honest otherwise your report will not work!

Profile meter:

This profile is 31% complete. At %100 we will show you how you compare.

Salary

Salary is how much you make per year, excluding bonuses and other forms of compensation. Also confirm the currency and whether this is a full-time salary or not. (Be honest, otherwise the system can not provide a correct comparison for you!):

ENTER YOUR ANNUAL SALARY: (Part 1 of 3)

Enter your Annual Salary: 75000

SELECT CURRENCY: (Part 2 of 3)

US-Dollars

SELECT THE STANDARD PAY RATE FOR THIS SALARY: (Part 3 of 3)

Standard Full Time 40+ Hours Per Week

Answer Clear

If this question is not relevant to your job profile, you can Skip it.

Security Notice: Your Privacy is important. Only the computer system uses your information to make comparisons as a service to you.

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FIG. 25

20/59

Please wait

Your FREE Basic Report is being calculated.

Order Your Premium Report on the next page...

Learn what the highest-paid individuals in your job are making and why.

- *It could mean **thousands** of dollars more in wages and benefits*

- *Where the **best place to work** are*
- ***Highest valued skills** in your field*
- *Benefits and perks received by **your peers***
- *Which industries **pay the most***
- ***Other careers** you could do*
- *Possible "ceiling" due to your **age and gender***
- ***See Real Profiles** of people like you, **and more!***

(Available for order on the next page...)

FIG. 26

PayScale! SS8 Home | Your Profile | Alerts | Research | Logout

Your Summary Report

Generated on Tuesday, December 10, 2002, for patentapp@douglastarr.com

PayScale analyzed the compensation of people with job profiles most similar to yours. Here are the results (figures shown in US - Dollars):

1. The average compensation of your peer group is:

-$12300 **$51600** +$12300

2. Your compensation ranked: 87% Grade: B+

(A grade of "C" is average.)

PREMIUM REPORT

YOUR Detailed Analysis

ORDER NOW

$9.95

Find out:

- ✓ *Information to negotiate higher compensation.*
- ✓ *Employers that pay more.*
- ✓ *Most valuable skills.*
- ✓ *Benefits for your job type and experience.*
- ✓ *Expected increases with experience.*
- ✓ *Top-paying locations if your are moving.*

Guaranteed to inform or money back.

Continue→

3. What To Do Next

Compensation is an important aspect of your career. Your PayScale Premium Report provides you information needed to negotiate your job title, compensation, and benefits, more effectively. It's only $9.95.

FIG. 27

PayScale! SS9 Home | Your Profile | Alerts | Research | Logout

Your Profile

Your profile answers were last updated on 11/6/2002. (Make sure they're up to date!)

Email: @yahoo.com
First Name:
Last Name:
Allow emails: No
Update Name or Email

View your current PayScale Report

Subscription Status

You are a member since: 11/28/2001 11:17:53 A.M.

Your Answers

Make sure your answers describe your industry, employer, job type, compensation, and other attributes you think are important to analyze. Edit this information as necessary. You can also see a list of all possible profile questions.

Profession and Experience

Industry	IT -- Computer, Hardware / Systems	(Edit) (Delete)
Industry	IT -- Computer, Software	(Edit) (Delete)
Industry	IT -- Networking	(Edit) (Delete)
Industry	Nursing	(Edit) (Delete)
Job/Position/Title	Computer / Network Support Technician	(Edit) (Delete)
Job/Position/Title	Sr. Software Engineer / Developer / Programmer	(Edit) (Delete)
Years In Field/Career	5	(Edit) (Delete)

Answer more "Profession and Experience" questions...

Other Key Attributes

Skills/Specialties	Visual Basic (VB)	(Edit) (Delete)
Skills/Specialties	Windows NT / 2000 / XP Networking	(Edit) (Delete)
Skills/Specialties	Zzz Zzz	(Edit) (Delete)
Company's Product/Business	Computing Solutions - Hardware	(Edit) (Delete)

Answer more "Other Key Attributes" questions...

Compensation

FIG. 28

PayScale! SS10 Home | Your Profile | Alerts | Research | Logout

The PayScale Report™

Generated on Monday, October 14, 2002
For @yahoo.com

Gold Member Report

Based on an in-depth comparison of the 200 closet matches to People Like You™

Your Compensation Comparison

The following charts compare your compensation package with people in your peer group. You can compare individual elements of your compensation, such as the forms of pay you receive and also your benefits.

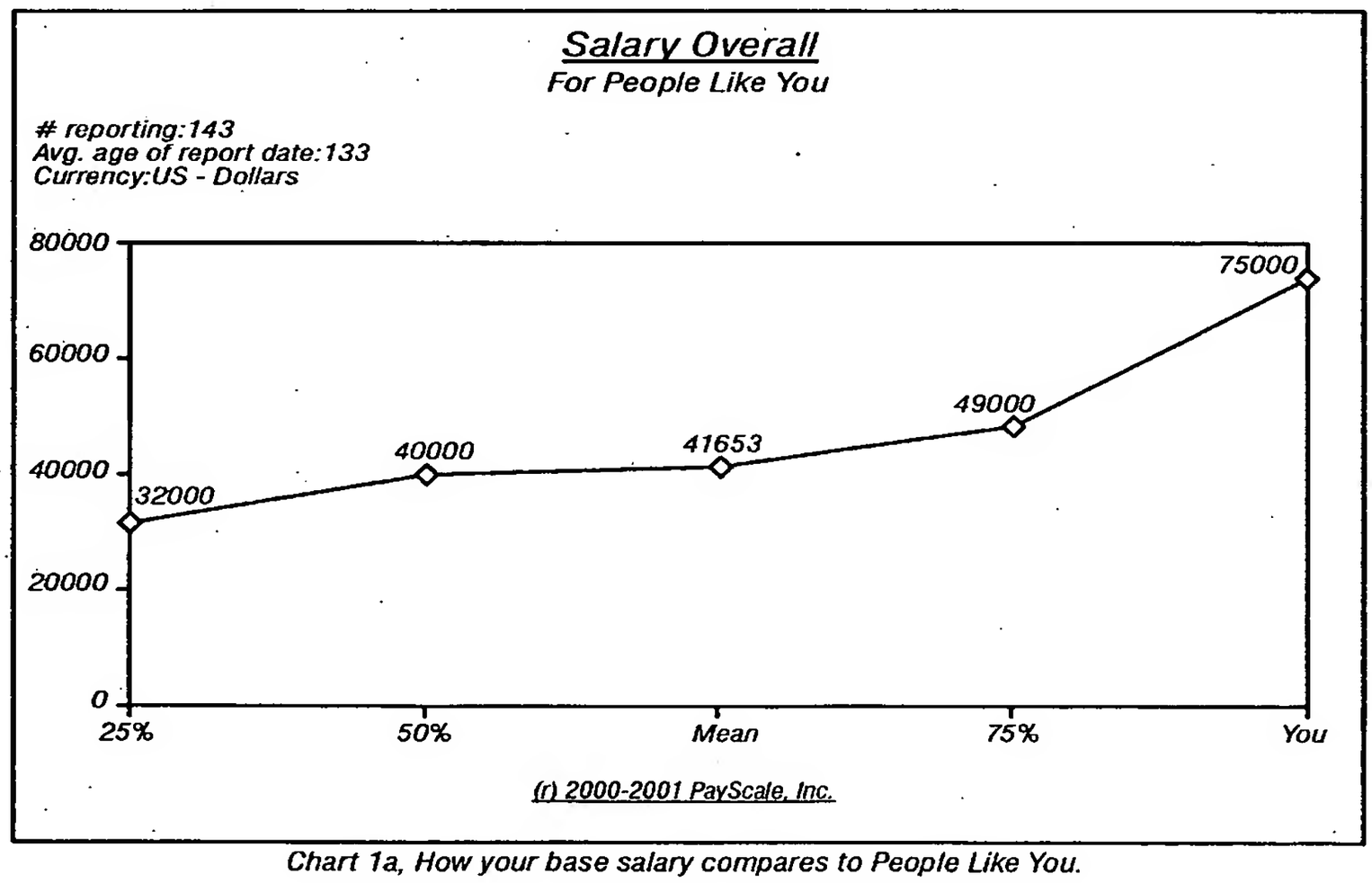


Chart 1a, How your base salary compares to People Like You.

FIG. 29

SS11

Measure	How You Compare	Avg. Answer	Your Answer
Average Hourly Rate Overall	You didn't answer	459	

Chart 1b. How your hourly pay rate compares to People Like You.

Measure	How You Compare	Avg. Answer	Your Answer
Average Bonus Overall	You didn't answer	2969	

Chart 1c. How your annual bonus compares to People Like You.

Measure	How You Compare	Avg. Answer	Your Answer
Average Profit Disbursement Overall	You didn't answer	2500	

Chart 1d. How your profit sharing compares to People Like You.

Measure	How You Compare	Avg. Answer	Your Answer
Average Vacation Overall	☺	3	3

Chart 2a. How your paid vacation time compares to People Like You.

Popular Benefits Overall

For People Like You

reporting:163
Avg age of report date:127

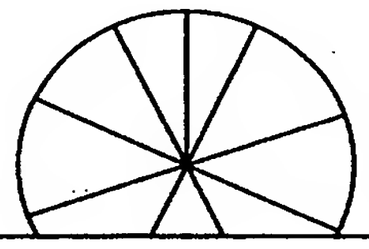


Chart 2b. Most popular benefits among People Like You. 82% of people in your peer group have answered this question.

The most popular answers in your peer group are below. Those you do not have are marked with an "X"

- ✓ Medical/Dental/Vision/Health Insurance
- ✓ 401(k)
- ✗ Casual Dress/Atmosphere

FIG. 31

Key Business Segments

SS12

People like you are generally working in the following popular business segments and/or product activities.

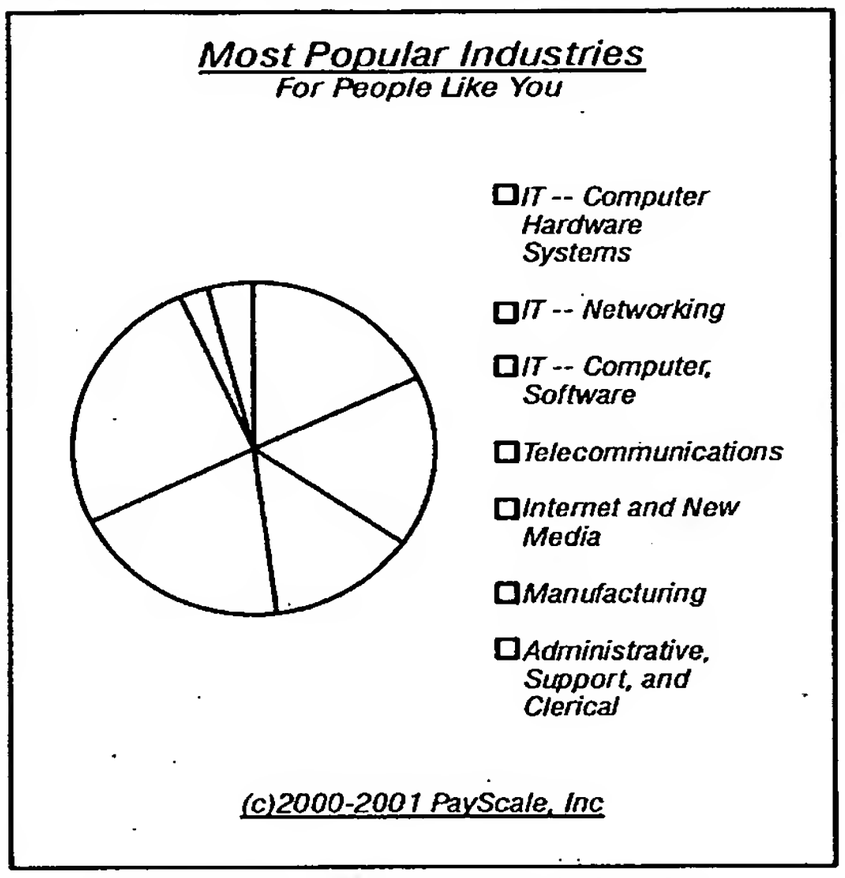


Chart 3a. Top 7 Most Popular Industries.

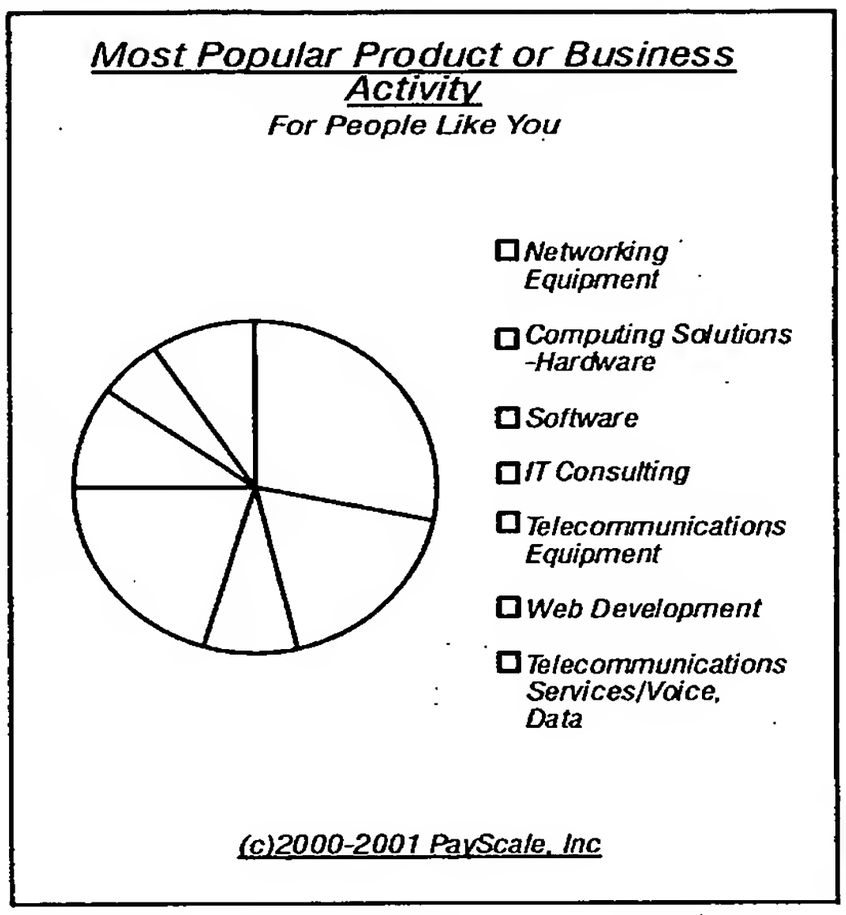
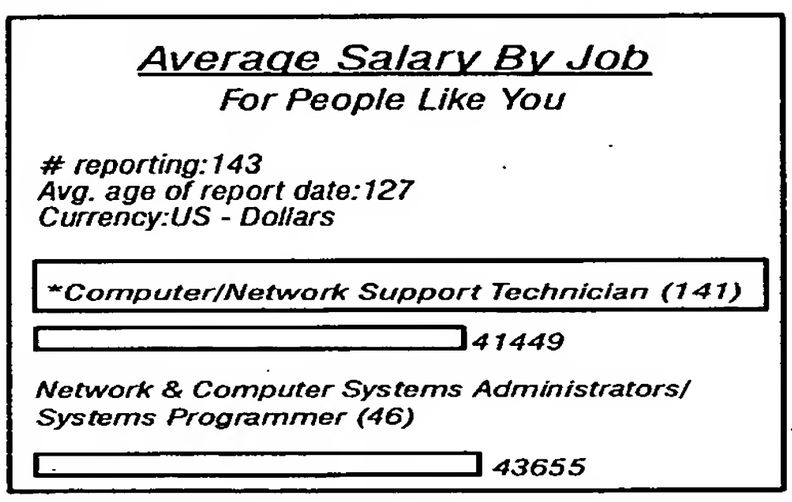


Chart 3b. Top 7 Most Popular Product or Business Activities.

Pay Influencers

The following reports are an analysis of job attributes (i.e. skills, experience, certifications, specialties, background, etc.) that influence your pay. You will see as many reports as the system can determine based on the profile you entered. From these charts you can see how you are ranked relative to others in your peer group, thus enabling you to determine which factors could increase your market value. Your answers are shown with a grey-colored highlight.



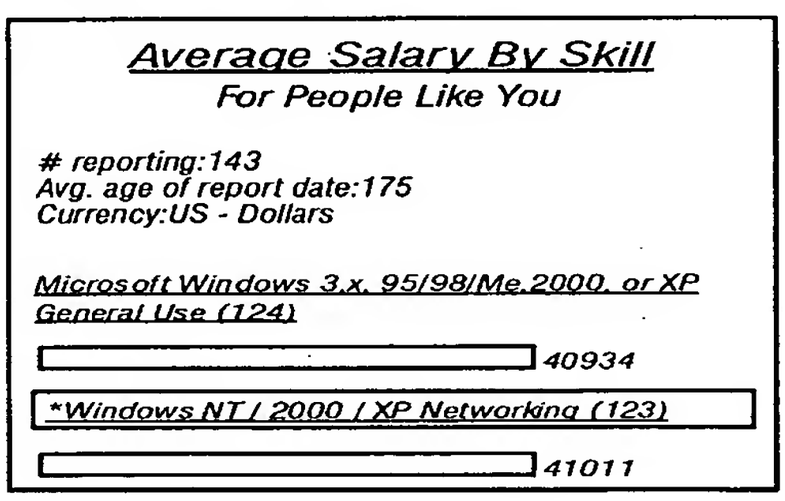


FIG. 32

Geographic Outlook

SS13

Moving can be exciting - a new outlook, new environment, new opportunities. The following compares the effect that geographic location has on your peer group. From these charts you can see what areas pay the most for your peer group

Many factors affect your compensation when moving to a new locale. The most commonly known factor is the standard living. The cost of food, electricity, real estate, rents, gas, etc. can be dramatically different from one location to another if you'd like to compare different standard of living costs, you can consult the most current standard of living tables on the PayScale web site.

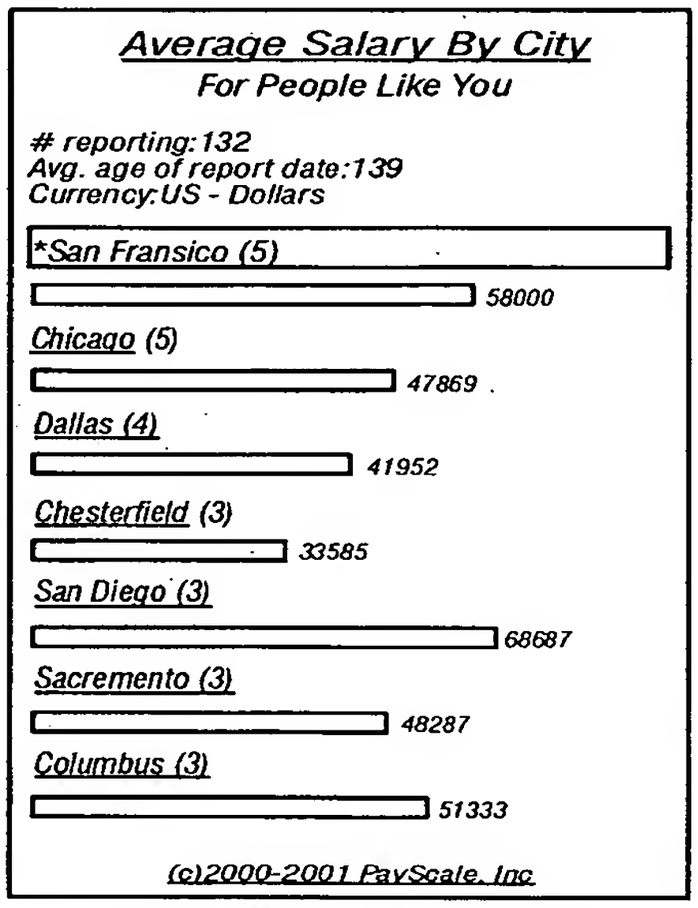


Chart 5a, Top 7 Highest Salary Cities

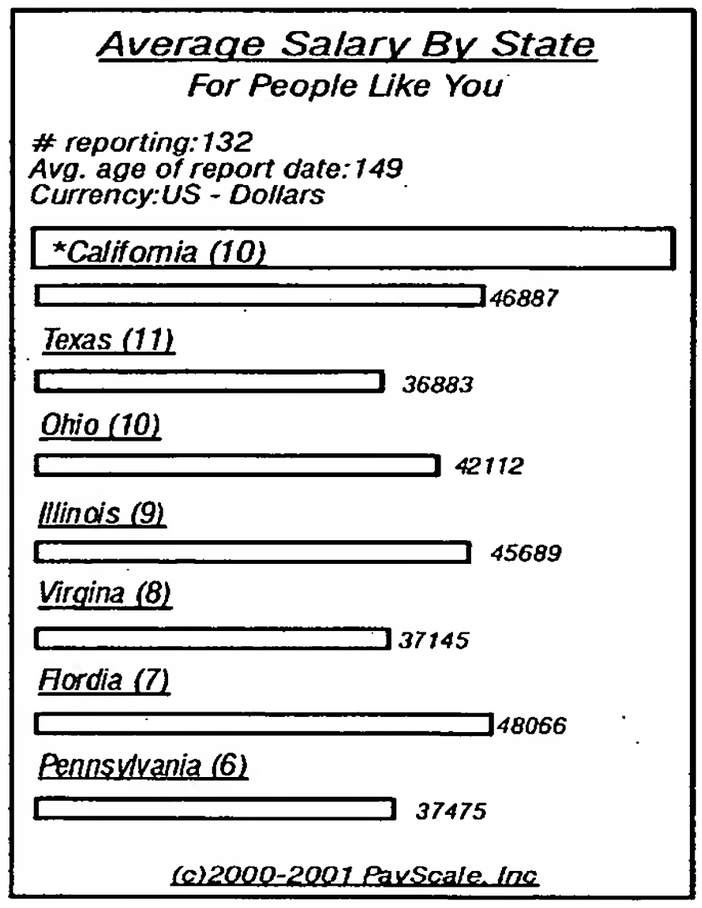
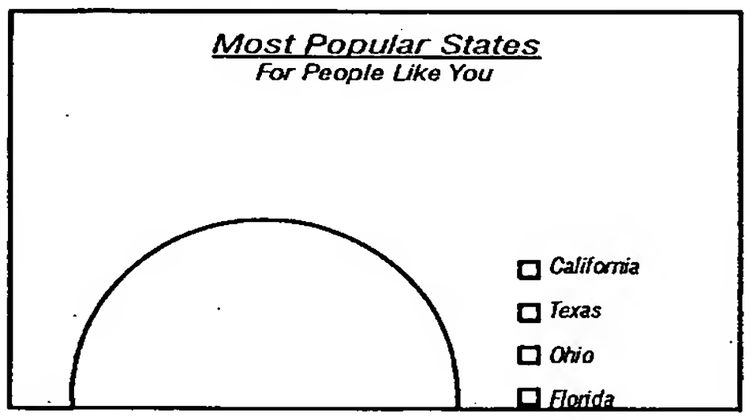


Chart 5b, Top 7 Highest Salary Cities



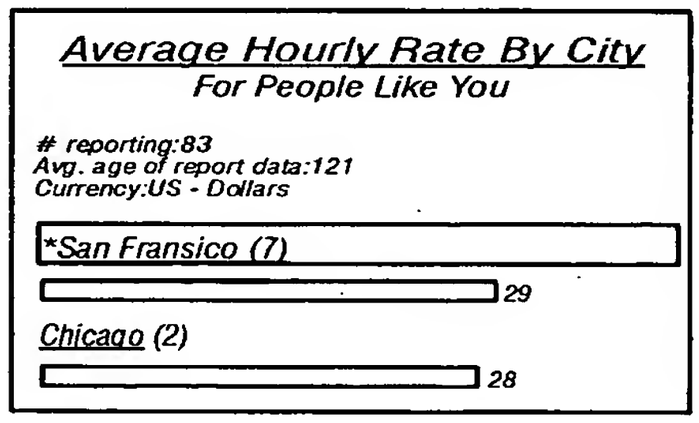


FIG. 33

Peer Profiles

SS14

The following shows up to 10 detailed anonymous profiles of people most like you. You may find it useful to look at these profiles, as they are examples of the raw data used to calculate this report. This information may help you determine why similar people are making more (or less) than you.

Profile #1 (Great Match: 82)	Source: PayScale Main
Reasons we chose this profile:	same or similar job, same or similar industry, same or similar skills, same experience level
Industry ...	IT -- Computer, Software (Match!)
Industry ...	IT -- Computer, Hardware / Systems (Match!)
Industry ...	IT -- Networking (Match!)
Current Employer ...	Employer Type: Government - State & Local
	Employer Name: This data point withheld for privacy - More info
	Years with Employer: 3
Job/Position/Title ...	Sr. Software Engineer / Developer / Programmer (Match!)
Job/Position/Title ...	Computer / Network Support Technician (Match!)
Job/Position/Title ...	Network & Computer Systems Administrator / Systems Programmer
Job/Position/Title ...	Network Engineer
Years In Field/Career ...	5
Years In Field Range ...	5-9 years (Match!)
Skills/Specialties ...	Windows NT / 2000 / XP Networking (Match!)
Skills/Specialties ...	Microsoft Windows 3,x, 95/98/Me, 2000, or XP - General Use
Skills/Specialties ...	HTML
Skills/Specialties ...	Visual Basic (VB) (Match!)
Salary ...	42229
	Currency: US - Dollars
	Salary Type: Standard Full-Time 40+ Hours Per Week
Vacation Time ...	2.5
Benefits/Perks ...	Medical/Dental/Vision/Health Insurance
Benefits/Perks ...	Casual Dress/Atmosphere
Benefits/Perks ...	Flex-Time
Benefits/Perks ...	Paid Sick Leave
Job Location ...	City: Albany
	State or Province: New York
	Country: United States
Certifications ...	Microsoft Certified Professional (MCP)
Profile # 2 (Great Match: 76)	Source: PayScale Main

FIG. 34

Peer Profiles **SS14**

The following shows up to 10 detailed anonymous profiles of people most like you. You may find it useful to look at these profiles, as they are examples of the raw data used to calculate this report. This information may help you determine why similar people are making more (or less) than you.

Profile #1(Great Match: 82)	Source: PayScale Main
Reasons we chose this profile:	same or similar job, same or similar industry, same or similar skills, same experience level
Industry ...	IT -- Computer, Software (Match!)
Industry ...	IT -- Computer, Hardware / Systems (Match!)
Industry ...	IT -- Networking (Match!)
Current Employer ...	Employer Type: Government - State & Local
	Employer Name: This data point withheld for privacy - More info
	Years with Employer: 3
Job/Position/Title ...	Sr. Software Engineer / Developer / Programmer (Match!)
Job/Position/Title ...	Computer / Network Support Technician (Match!)
Job/Position/Title ...	Network & Computer Systems Administrator / Systems Programmer
Job/Position/Title ...	Network Engineer
Years In Field/Career ...	5
Years In Field Range ...	5-9 years (Match!)
Skills/Specialties ...	Windows NT / 2000 / XP Networking (Match!)
Skills/Specialties ...	Microsoft Windows 3,x, 95/98/Me, 2000, or XP - General Use
Skills/Specialties ...	HTML
Skills/Specialties ...	Visual Basic (VB) (Match!)
Salary ...	42229
	Currency: US - Dollars
	Salary Type: Standard Full-Time 40+ Hours Per Week
Vacation Time ...	2.5
Benefits/Perks ...	Medical/Dental/Vision/Health Insurance
Benefits/Perks ...	Casual Dress/Atmosphere
Benefits/Perks ...	Flex-Time
Benefits/Perks ...	Paid Sick Leave
Job Location ...	City: Albany
	State or Province: New York
	Country: United States
Certifications ...	Microsoft Certified Professional (MCP)
Profile # 2 (Great Match: 76)	Source: PayScale Main

FIG. 35

PayScale! SS16

Home | Your Profile | Alerts | Research | Logout

Welcome to the Research Center

Search - Report on any job topic! Go

Get Your Own Personal PayScale Report™

Read about Gold Membership

Track your pay!

This page contains salary/compensation reports for

People with Jobs in Network Administration/IT/Information Systems

You can also get your own ***Personal PayScale Report***

-Other related topics

Report: Hourly Billing Rate - Bonus - Company Sales - Hourly Rate Popular Tallies - Profit Disbursements - Salary - Vacation

Median Salary By City

For People with Jobs in Network Administration/??/Information: Systems

 # reporting:83
Avg. age of report data:333
Currency:US - Dollars

Computer Systems Analyst (406444) (Range:54457 -60974)
23768

Information Systems (15) Manager (287640) (Range:6719-79024)
74842

Network & Computer Systems Administrator / Systems Programmer (705680) (Range:46536-52525)
51338

Database Administrator (DBA) (98428) (Range:50225-56087)
52248

Network Systems / Data Communications Analyst (97364) (Range: 51098-58785)
55158

Programmer Analyst (14970) (Range:14920-50819)
36531

Applications Systems Analyst (10505) (Range:36306-49272)
38275

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FREE vs. Paid Reports??

Increase your pay!

Free reports (like on this page) are great for summary information. But your boss might be able to argue why you make more or less than these figures.

On the other hand, your $9.95 ***Personal PayScale Report*** *compares people just like you, and provides a detailed salary analysis*

...It is the most accurate evaluation available and makes the strongest case when negotiating or evaluating your pay. For the pace of a lunch, it's a "must have" for anyone who works.

Buy yours now.
Satisfaction is guaranteed

Charts to the left have roughly the following skew by location.

States Breakdown.

For People with Jobs in Network Administrations/IT/Information Systems

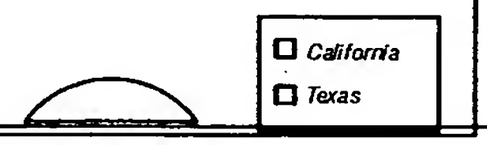


FIG. 36

PayScale! SS17 Home | Your Profile | Alerts | Research | Logout

@yahoo.com's...

Weekly Compensation Alerts

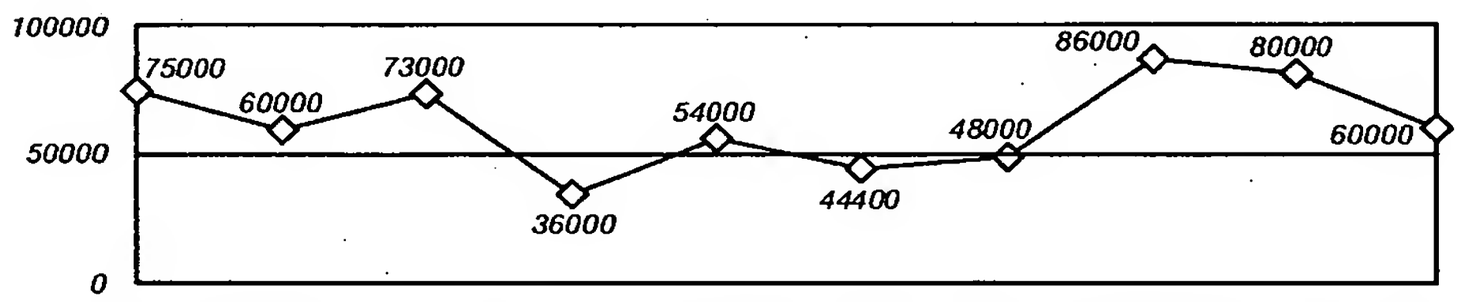
you have been a subscribing member since 11/20/2003 11:17:53 A.M.

Show data for the week of:.
MONDAY, DECEMBER 04, 2002. Sunday, November 24, 2002 Saturday, November 09, 2002 Friday, October 25, 2002

Recent Compensation Data.

For People Like You

SALARY (ANNUAL) Vacation Weeks Bonus (Annual) Hourly Rate Work Week Overtime Rate Overtime Hours Monthly Income Annual Profit Share Yearly Sales for Commission Commission Rate



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Summary

51 new in People Like You

104 new in Industry=IT -- Computer, Software

75 new in Industry=IT -- Networking

59 new in Industry=IT -- Computer, Hardware / Systems

3 new in Industry=Nursing

116 new in People with Jobs in Network Administration/IT/Information Systems

29 new in Job=Computer / Network Support Technician

New Profiles

For People Like You

View Profiles | PayScale Report

View Profiles | Research Center

View Profiles | Research Center

View Profiles | Research Center

View Profiles | Research Center

View Profiles | Research Center

Profile #1

Industry ...	IT -- Computer, Hardware (Match!)
Industry ...	IT -- Networking (Match!)
Current Employer ...	Employer Type: Other On
	Employer Name: This Date withheld for privacy. More
	Years with Employer: 1
Job/Position/Title ...	Consultant, IT
Years In Field/ Career ...	1

FIG. 37

```
<?xml  version="1.0  ?>
<Schema  xmins="urn : schemas=microsoft-com:xml-data">


<!--fg  :  A fieldgroup,  aka , a question, consists of multiple
fields and attributes  -->
<ElementType name="fg">


<!-- name  :  name is how fg is identified,  must be unique  -->
    <attribute type="name" required="yes"/>

<!--desc  : Short description of fg appearing in question display  -
->
    <attribute type="desc" default=""/>


<!-- Longdesc  : Longer description of fg appearing in question
display  - ->
    <attribute type="longdesc" default=""/>

<! - - allowmulti  :  if 1,  this question allows multiple responses,  if
0,  does not  - ->
    <attribute type="allowmulti"  default=""/>


<!- -importance  : no longer used?  - ->
    <attribute type="importance"  default="General"/>

<!-- level: no longer used?  -->
    <attribute type="level" default="5"/>

<!-- visible: is this question visible (i.e, survey is not visible
since it is a system generated question  -->
    <attribute type="visble" default="1"/>

<!-- field: a data point within a fieldgroup.  Multiple fields may
exist in a question.  -->
<!-- eg., if salary is fieldgroup, salary, currency, and workweek
    <element type="field" />
</ElementType>

</Schema>
```

FIG. 38

```
<!-- field: a data point -->
<ElementType name="field">
<!-- name  :  name is how field is identified, must be unique  -->
    <attribute type="name" required="yes"/>

<!-- desc  :  desc is how field is described in display  -->
    <attribute type="desc" default="">
<!-- type  :  datatype with one of the following values  -->
<!-- "string", "numeric", "currency" -->
    <attribute type="type" default="string"/>

<!-- displaytype  :  how is this field displayed?  -->
<!-- one of the following values  -->
<!-- "input box", "dropdown","  -->
    <attribute type="displaytype" default="input box"/>

<!-- autoaffinity:do new answers to this field generate affinity
groups with that new answer as the only value automatically?  -->
<!-- 1=yes, 0=no  -->
    <attribute type="autoaffinity" default="0"/>

<!-- showpopular: do we show popular answers to this field? -->
<!-- this only applies to string answers, not numeric or currency
-->
<!-- 1=yes, 0=no -->
<!-- an example of "no" is zip code, which is a text field, but
showing popular zip codes is not useful  -->
    <attribute type="showpopular" default="1"/>
<!-- affinityimportance  :  this is no longer used  -->
    <attribute type="affinityimportance" default="1"/>

<!-- showrelated: this is no longer used  -->
    <attribute type="showrelated" default="1"/>
```

FIG. 39

```
<!-- prompt:  a text value that shows what the prompt is next to
this question on display  -->
    <attribute type="prompt" default=""/>

<!-- deterministic:  used in conjunction with "autoaffinity", if
autoaffinity=1, then deterministic  -->
<!-- means that the affinity is "deterministic", and hence is used
in calculating smart reports (people like you)  -->
<!-- this will be removed in a future version  -->

    <attribute type="deterministic" default="1"/>

<!-- level:  no longer used  -->
    <attribute type="level" default="5"/>

<!-- answervalue:  a pre-defined answer value for this field. This
is useful for pre-loading some answers into the system  -->
<!-- multiple answervalues are allowed.  -->
    <element type="answervalue" />
</ElementType>
```

FIG. 39
(Continued)

```
<!-- affinity  :  a grouping of profiles, by property  -->
<ElementType name="affinity">
<!-- name  :  a unique name for this affinity  -->
    <attribute type="name"/>
<!-- affinityimportance  :  no longer used  -->
    <attribute type="affinityimportance" default="1"/>
<!-- deterministic  : 0=no, 1=yes, if yes, than this affinity is
used to determine "people like you" in smart report  -->
<!-- may be deprecated soon -->
    <attribute type="deterministic" default="1"/>
</ElementType>
```

FIG. 40

```
<!-- report:  an aggregate definition, which is used by the report
engine to create aggregates  -->
<!-- each report is aggregate over all affinity groups, given a
measure (optional) , dimension (optional)  -->
<!-- aggregate report contains datasource, affinity_id, count,
avg (measure) , dimension, avg (age of data) -->
<!-- future aggregates may contain medians, other statistical
measures -->
<ElementType name="report">
<!-- name: a unique  -->name for this report  -->
    <attribute type="name"
<!-- measure: no longer used  -->
    <element type="measure"/>
<!-- aggregate : no longer used  -->
    <attribute type="aggregate"/>
<!-- measurefg: the fieldgroup of this measure  (ie,  "salary)  -->
    <attribute type="measurefg" default=""/>
<!-- measurefg"  the field of this measure (ie,  "salary")  -->
<!-- if measurefg is "", then only count is given -->
    <attribute type="measurefield" default=""/>
<!-- dimesionfg=  the fg of this dimension  (ie,  "industry")  -->


<!-- if dimensionfg is "", then measure is averaged and counted
over entire group  (single value)  -->
     <attribute type="dimesionfg" default=""/>
<!-- dimensionfield: the field of this dimension  (ie, "industry")
-->
     <attribute type="dimensionfield" default=""/>
<!--minmeasure: artifact that is the default minimum used by
displaymechanism for report   -->
<!-- will be deprecated   -->
    <attribute type="minmeasure" default="0"/>
<!-- maxmeasure: artifact that is the default maximum used by
display mechanism for report   -->
<!-- will be deprecated   -->
    <attribute type="maxmeasure" default="200000"/>
<ElementType>
```

FIG. 41

```
<ElementType name="profile">

<!-- answergroup: a set of answers to a particular question [or
this profile  -->
    <--element type ="answergroup" />
<!-- name: a descriptive name that must be unique for this profile
-->
    <attribute type="name" required="yes"/>

<!-- desc: a description used to store information about this
profile in the db  -->
    <attribute type="desc" default=""/>

<!-- importance: no longer used  -->
    <attribute type= importance" />

<!-- status: determines if this is a seed profile or a normal
profile -->
<!-- seed profiles are not used in aggregate average calculations -
->
<!-- but are used in popular question and answer weightings  -->
<!-- registered profiles are used in everything  -->
<!-- answers: "seed", "registered" -->
    <attribute type="status" />

<!-- weight: how many people this profile represents. Used to take
in surveys -->
<!-- with only aggregate data.  An individual profile has a weight
of 1 -->
    <attribute type="weight" default="1"/>

<!-- lastupdated: the date/time that this profile was updated last
-->
<!-- used to age data  -->
    <attribute type="lastupdated" default=""/>
</ElementType>
```

FIG. 42

```
<!-- answergroup: a group of answers for a profile  -->
<ElementType name="answergroup">
<!-- name: the fg name for this answergroup  -->
    <attribute type="name" required="yes"/>
<!-- answer: the answer to aparticular field (can be multiple)  -->
    <element type="answer" />
</ElementType>
```

FIG. 43

```
<!-- reportgroup: display instructions for a report, such as the
Smart Report or Research Center  -->
<!-- data is stored in tables which is used currently by hardcoded
pages  -->
<!-- more generic reportgroups coming soon  -->
<ElementType name="reportgroup">
<!-- name: unique name of this reportgroup  -->
<!-- desc: comment description  -->
    <attribute type = "desc" default=""/>
<!-- reportarea: groupings of reports  -->
    <element type = "reportarea"/>
</ElementType>
```

FIG. 44

```
<!-- reportarea:  groupings of reports  (ie.  "Salary Reports",
Reports about Demographics", etc)  -->
<ElementType name="reportarea">
<!-- name:  unique name of this report area  -->
    <attribute type="name" required="yes"/>
<!-- desc:  description of this reportarea  -->
    <attribute type="desc" default=""/>
<!--memberreport:  information about which report to display, and
how to display it  -->
    <element type="memberreport"/>
</ElementType>
```

FIG. 45

```
<ElementType name="memberreport">
<!-- name: report name, defined from report tag, must exist already
-->
    <attribute type="name" required="yes"/>
<!-- reportdisplaytype:  the way this report is displayed  -->
<!-- choices: "pie chart", "bar chart", "pie chart with matches",
"table" -->
<!-- new choices may be addes as they are coded  -->
    <attribute type="reportdisplaytype" default="bar chart"/>
<!-- rowcount: number of rows to show in report, 0 means all rows -
->
    <attribute type="rowcount" default="0"/>
<!-- reportcaption:  short caption describing report -->
    <element type="reportcaption" />
<!-- reportexplanation:  longer explanation descriping report  -->
    <element type="reportexplanation" />
</ElementType>
```

FIG. 46

```
<!-- wizard: a set of questions aiming to get information from a
user regarding some "purpose"  -->
    <ElementType name="wizard">
<!-- id: unique number identifying this wizard  -->
            <attribute type="id" />
<!-- relationtype: 0=fieldgroup relation (question relation)  -->
<!-- relationtype: 1=answer relation -->
            <attribute type="relationtype"  default="0" />
<!-- clearrelations: 0=no, 1=yes clears all previos relations for
this wizard (for this relationtype) when loading  -->
            <attribute type="clearrelations" default="0" />
<!-- clearlevels: 0=no, 1=yes clears all levels for this wizard when
loading  -->
            <attribute type="clearlevels" default="0"/>
<!-- relation: definition of a specific relationship  -->
            <element type="relation"/>
<!-- level: definition of a specific level  -->
            <element type="level"/>
    </ElementType>
```

FIG. 47

```
<!-- relation: a relationship between a fieldgroup and a parent
fieldgroup/field  -->
     <ElementType name="relation">
<!-- name: the name of the fieldgroup  -->
                <attribute type="name" />
<!-- parent: the name of the parent fieldgroup  -->
                <attribute type="parent" />
<!-- parentfield: the name of the parent field (within the parent
fieldgroup) -->
                <attribute type="parentfield" />
     </ElementType>
```

FIG. 48

```
<!-- level: a definition of a constraint and ordering mechanism
within a wizard  -->
     <ElementType name="level">
<!-- id: the priority of this level - the lower the number, the
earlier it appears  -->
                <attribute type="id" />
<!-- is required = 0=no, 1=yes if the level is required, one fg from
the level must be answered, or the default fg is asked  -->

                <attribute type="isrequired" default="0" />
<!-- fg: name of fg in this level  -->
                <element type="fg" />
     </ElementType>
```

FIG. 49

```
<!-- profilesearch: a scored search consisting of combinations of
groups of questions   -->
<ElementType name="profilesearch">
<!-- name: unique name describing this search  -->
     <attribute type="name"/>
<!-- mincount: the minimum number of profiles which must match
to be included in the results  -->
      <attribute type="mincount"/>
<!-- maxcount: the maximum number of profiles which can be
included in the results  -->
      <attribute type="maxcount"/>
<element  type"filter" />
<element  type"survey" />
<element  type"matchgroup" />
<element  type"ranking" />

<ElementType>
```

FIG. 50

```
<!-- matchgroup: a group of questions  -->
<ElementType name "matchgroup">
<!-- name:  the name of the survey to be used  -->
      <attribute type="name" />
      <attribute type="search" />
</ElementType>
```

FIG. 51

```
<ElementType name="ranking">
<!-- name: the nameof this ranking  -->
     <attribute type="name"/>
<!-- low: the low score in this ranking  -->
     <attribute type="low"/>
<!--high: the high score in this ranking  -->
     <attribute type="high"/>
</ElementType>
```

FIG. 52

```
<?xml version "1.0" ?>
<survey name="Underpaid.com Main Survey" datasource "Underpaid.com
<Web Survey" xmins="x-schema:/xml/schema.xml">
    <targetgroup name="General - Industry FieldGroups">
            <fg name="Survey" desc= "survey" longdesc="Survey"
allowmulti="0" level="1" category="Profession and Experience"
visible="0">
                <field name="Survey" desc="Survey"
type="string" displaytype="input box" level="1" autoaffinity="1"
showpopular="1"  showrelated="0"  deterministic="0">
                    <answervalue name="Underpaid.com
Main Survey"></answervalue>
                </field>
            </fg>
            <fg name="Industry" level="2" desc="Industry"
longdesc="industry is the type of work or profession you are in."
allowmulti="1" category="Profession and Experience">
                <field name="Industry" level="2"
desc="Industry type="string" displaytype="input box"
autoaffinity="1" showpopular="1" prompt="Select your primary
Industry. You may choose more than one if needed:"> </field>
            </fg>
    </targetgroup>
</survey>
```

FIG. 53

```
<!-- INDUSTRY & PRODUCTACTIVITY REPORTS -->
<report name="Average Salary by Industry"
measurefg="salary" measurefield="Salary" dimensionfg="Industry"
dimensionfield="Industry"/>
<report name="Average Company Market Cap by Industry"
measurefg="CompanyMarketCap" measurefield="CompanyMarketCap"
dimensionfg="Industry" dimensionfield="Industry"/>
<report name="Average Company Sales by Industry"
measurefg="CompanySales" measurefield="CompanySales"
dimensionfg="Industry" dimensionfield="Industry"/>
<report name="Average Hourly Rate by Industry"
measurefg="Hourly Rate"minmeasure="0" maxmeasure="600"
measurefield="Hourly Rate" dimensionfg="Industry"
dimensionfield="Industry"/>
<report name="Average Bonus by Industry"
measurefg="Bonus" minmeasure="0" maxmeasure="100000"
measurefield="Bonus" dimensionfg="Industry"
dimensionfield="Industry"/>
<report name="Average Vacation Weeks by Industry"
minmeasure="0" maxmeasure="20" measurefg="Vacation"
measurefield="Vacation" dimensionfg="Industry"
dimensionfield="Industry"/>
<report name="Average Profit Disbursement by Industry"
measurefg="Profit Share" measurefield="Annual Profit Disbursement"
dimensionfg="Industry" dimensionfield="Industry"/>
<report name="Average Hourly Billing Rate by Industry"
measurefg="Hourly Billing Rate" measurefield="Hourly Billing Rate"
dimensionfg="Industry" dimensionfield="Industry"/>
<report name="Average Salary by ProductActivity"
measurefg="Salary" measurefield="Salary"
dimensionfg="ProductActivity" dimensionfield="ProductActivity"/>
<report name="Average Bonus by ProductActivity"
measurefg="Bonus" minmeasure="0" maxmeasure="100000"
measurefield="Bonus" dimensionfg="ProductActivity"
dimensionfield="ProductActivity"/>
<report name="Average Company Market Cap by
ProductActivity" measurefg="CompanyMarketCap"
measurefield="CompanyMarketCap" dimensionfg="ProductActivity"
dimensionfield="ProductActivity"/>
<report name="Average Company Sales by
ProducActivity" measurefg="CompanySales"
measurefield="CompanySales" dimensionfg="ProductActivity"
dimensionfield="ProductActivity"/>
```

FIG. 54

```
<?xml version="1.0" ?>
<survey name="Underpaid.com Main Survey" datasource="Underpaid.com
Web Survey" xmlns="x-schema:/xml/schema.xml">
    <targetgroup name="General reports">
                <reportgroup name="RESEARCHREPORT" desc="Research
Report">
                        <reportarea name="POPULARTALLIES"
desc="Popular Tallies">
                                <memberreport name="Most Popular
Cities" reportdisplaytype="Pie Chart" rowcount="7">
                                        <reportcaption>Most
Popular Cities</reportcaption>
                                        <reportexplanation>Top 7
Most Popular Cities.</reportexplanation>
                                </memberreport>
                                <memberreport name="Most Popular
States" reportdisplaytype="Pie Chart" rowcount="7">
                                        <reportcaption>Most
Popular States</reportcaption>
                                        <reportexplanation>Top 7
Most Popular States.</reportexplanation>
                                </memberreport>
                                <memberreport name="Most popular
Skills" reportdisplaytype="Pie Chart" rowcount="10">
                                        <reportcaption>Most
Popular Skills</reportcaption>
                                        <reportexplanation>Top
10 most Popular Skills.</reportexplanation>
                                </memberreport>
                                <memberreport name="Most Popular
Certifications" reportdisplaytype="Pie Chart" rowcount="7"
                                        <reportcaption>Most
Popular Benefits</reportcaption>
                                        <reportexplanation>Top 7
Most Popular Benefits.</reportexplanation>
                                </memberreport>
                                <memberreport name="Gender
Breakdown" reportdisplaytype="Pie Chart" rowcount="7"
                                        <reportcaption>Gender
Breakdown Report</reportcaption>
                                        <reportexplanation>Males
```

FIG. 55A

```
and Females.</reportexplanation>
                                        </memberreport>
                                        <memberreport names="Age Range
Breakdown" reportdisplaytype="Pie Chart" rowcount="7"
                                                <reportcaption>Age Range
Breakdown Report</reportcaption>
                                                <reportexplanation>Age
Ranges.</reportexplanation>
                                        </memberreport>
                                        <memberreport name="Most Popular
Practice Areas" reportdisplaytype="Pie Chart" rowcount="7"
                                                <reportcaption>Most
Popular Practice Areas</reportcaption>
                                                <reportexplanation>Top 7
Most Popular Practice Areas.<reportexplanation>
                                        </memberreport>
                                        <memberreport name="Most Popular
Schools" reportdisplaytype="Pie Chart" rowcount="7">
                                        <reportcaption>Most
Popular Schools</reportcaption>
                                        <reportexplanation>Top 7
Most Popular Schools.<reportexplanation>
                                        </memberreport>
                                </reportarea>
                                <reportarea name="SALARY" desc="Salary">
                                        <memberreport name="Average Salary
By Years_Experience Range" reportdisplaytype="Bar Chart"
rowcount="0"
                                                <reportcaption>Average
Salary By Experience</reportcaption>
    <reportexplanation>Average Salary By Years
Experience.</reportexplanation>
                                        </memberreport>
                                        <memberreport name="Average Salary
By Skill" reportdisplaytype="Bar Chart" rowcount="10">
                                                <reportcaption>Average
```

FIG. 55A
(Continued)

```
Salary By Skill</reportcaption>
                                        <reportexplanation>Top
10 Highest Salary Skills.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By Certification" reportdisplaytype="Bar Chart" rowcount="10">
                                        <reportcaption>Average
Salary By Certification</reportcaption>
                                        <reportexplanation>Top
10 Highest Salary Certifications.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By Employer" reportdisplaytype="Bar Chart" rowchart="7"
                                        <reportcaption>Average
Salary By Employer</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary Employers.</reportexplanation>
                                    </memberreport>
                                    <memberreport name=Average Salary
by Employer Type" reportdisplaytype="Bar Chart" rowcount="0"
                                        <reportcaption>Average
Salary By Employer Type</reportcaption>
    <reportexplanation>Average Salary By Employer
Type.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By Industry"reportdisplaytype="Bar Chart" rowcount="7">
                                        <reportcaption>Average
Salary By Industry</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary Industries.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By ProductActivity" reportdisplaytype="Bar Chart" rowcount="7">
                                        <reportcaption>Average
Salary By Product Activity</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary Product Activities.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
```

FIG. 55B

```
By Job" reportdisplaytype="Bar Chart" rowcount="7"
                                        <reportcaption>Average
Salary By Job</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary Jobs.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By Position" reportdisplaytype="Bar Chart" rowcount="7">
                                        <reportcaption>Average
Salary By Position</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary Position By Positions.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By City" reportdisplaytype="Bar Chart" rowcount="7">
                                        <reportcaption>Average
Salary By City</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary Cities.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By State" reportdisplaytype="Bar Chart" rowcount="7">
                                        <reportcaption>Average
Salary By State</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary States.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By Age Range" reportdisplaytype="Bar Chart" rowcount="0">
                                        <reportcaption>Average
Salary By Age</reportcaption>
    <reportexplanation>Average Salary By Age
Range.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By Gender" reportdisplaytype="Bar Chart" rowcount="2">
                                        <reportcaption>Average
Salary By Gender</reportcaption>
    <reportexplanation>Female vs. Male Average
Salaries.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
By Practice Area" reportdisplaytype="Bar Chart" rowcount="7">
                                        <reportcaption>Average
```

FIG. 55B
(Continued)

```
Salary by Practice Area</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary Practice Areas.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
by Lawyers in Firm Range" reportdisplaytype="Bar Chart"
rowcount="0"
                                        <reportcaption>Average
Salary by Size of Firm</reportcaption>

    <reportexplanation>Salaries vs. Number of Lawyers in
Firm.</reportexplanation>
                                    </memberreport>
                                    <memberreport name="Average Salary
by School" reportdisplaytype="Bar Chart" rowcount="7"
                                        <reportcaption>Average
Salary by School</reportcaption>
                                        <reportexplanation>Top 7
Highest Salary Schools.</reportexplanation>
                                    </memberreport>
                                </reportarea>
</reportgroup>
```

FIG. 55C

```
<survey name="Major League Baseball-2000" datasource="Underpaid.com
Web Survey" xmins="X-schema:/xml/schema.xml">
    <targetgroup name="Major League Baseball-2000">
<!-- Questions (defined in the main survey - don't define here, or
else data might not be available to main survey!) -->
            <fg name="Survey"/>
            <fg name="Industry"/>
            <fg name="Sport"/>
            <fg name="Gender"/>
            <fg name="Salary"/>
            <fg name="Height"/>
            <fg name="Weight"/>
            <fg name="Age"/>
            <fg name="Team"/>
            <fg name="Position"/>
            <fg name="RBIs"/>
            <fg name="Batting Average"/>
            <fg name="Stolen Bases"/>
            <fg name="Slugging Percentage"/>
            <fg name="On Base Percentage"/>
            <fg name="Number Games"/>
            <fg name="At Bats"/>
            <fg name="Runs"/>
            <fg name="Hits"/>
            <fg name="Total Bases"/>
            <fg name="Doubles"/>
            <fg name="Triples"/>
            <fg name="Home Runs"/>
            <fg name="Bases On Balls"/>
            <fg name="Batter Stike Outs"/>
            <fg name="Errors"/>

<!--Profiles (this is the data - use the "weight" field to show
how many people)  -->
            <profile name="Adam Kennedy" weight="1"
status="registered" desc="" lastupdated="12/30/2000">
                <answergroup name="survey">
                    <answer name="survey">Major League
Baseball-2000</answer>
                </answergroup>
                <answergroup name="industry">
                    <answer
```

FIG. 56A

```
name="industry">Sports</answer>
                                <answergroup name="gender">
                                    <answer
name="gender">Male</answer>
                                </answergroup>
                                <answergroup name="sport">
                                    <answer
name="sport">Basebal<answer
                                <answer
name="sport_type">Professional</answer>
                                </answergroup>
                                <answergroup name="team">
                                    <answer name="team">Anaheim
Angels</answer>
                                </answergroup>
                                <answergroup name="position">
                                    <answer name="position">2nd
Baseman</answer>
                                </answergroup>
                                </answergroup name="salary">
                                    <answer
name="salary">202500</answer>
                                    <answer name="currency">US -
Dollars</answer>
                                </answergroup>
                                <answergroup name="age">
                                    <answer name="age">25</answer>
                                </answergroup>
                                <answergroup name="height">
                                    <answer
name="height">6'1&amp;#34;</answer>
                                </answergroup
                                <answergroup name="weight">
                                    <answer name="weight">180</answer>
                                </answergroup>
                                <answergroup name="batting average">
                                    <answer name="batting
average">0.266</answer>
                                </answergroup>
                                <answergroup name="slugging percentage">
                                    <answer name="slugging
```

FIG. 56A
(Continued)

```
Percentage">0.403</answer>
                    </answergroup>
                    <answergroup name="On Base Percentage">
                        <answer name="On Base
Percentage">0.3</answer>
                    </answergroup>
                    <answergroup name="Number Games">
                        <answer name="Number
Games">156</answer>
                    </answergroup>
                    <answergroup name="At Bats">
                        <answer name="At
Bats">598</answer>
                    </answergroup
                    <answergroup name="runs">
                        <answer name="runs">82</answer>
                    </answergroup>
                    <answergroup name="Hits">
                        <answer name="Hits">159</answer>
                    </answergroup>
                    <answergroup name="Total Bases"
                        <answer name="Total
Bases">241</answer>
                    </answergroup>
                    <answergroup name="Doubles">
                        <answer name="Doubles">33</answer>
                    </answergroup>
                    <answergroup name="Triples">
                        <answer name="Triples">11</answer>
                    </answergroup>
                    <answergroup name="Home Runs">
                        <answer name="Home
Runs">9</answer>
                    </answergroup>
                    <answergroup name="RBIs">
                        <answer name="RBIs">72</answer>
                    </answergroup>
                    <answergroup name="Bases On Balls">
                        <answer name="Bases On
Balls">28</answer>
                    </answergroup>
                    <answergroup name="Batter Strike Outs">
                        <answer name="Batter Strike
```

FIG. 56B

```
Outs">73</answer>
                                    </answergroup>
                                    <answergroup name="Stolen Bases">
                                            <answer name="Stolen
Bases">22</answer>
                                    </answergroup>
                                    <answergroup name="Errors">
                                            <answer name="Errors">19</answer>
                                    </answergroup>
                            </profiles>
                            <profile name="Ben Molina" weight="1"
status="registered" desc"" lastupdated="12/30/2000">
                                            <answer name="survey">Major League
Baseball-2000</answer>
                                    </answergroup>
                                    <answergroup name="industry">
                                            <answer
name="industry">Sports</answer>
                                    </answergroup>
                                    <answergroup name="gender">
                                            <answer
name="gender">Male</answer>
                                    </answergroup>
                                    <answergroup name="sport">
                                            <answer
name="sport">Baseball</answer>
                                            <answer
name="sport_type">Professional</answer>
                                    </answergroup>
                                    <answergroup name="team">
                                            <answer name="team">Anaheim
Angels</answer>
                                    </answergroup>
                                    <answergroup name="position">
                                            <answer
name="position">Catcher</answer>
                                    </answergroup>
                                    <answergroup name="salary">
                                            <answer
name="salary">210000</answer>
                                            <answer name="currency">US-
```

FIG. 56B
(Continued)

```
Dollars</answer>
                        </answergroup>
                        <answergroup name="age">
                                <answer name="age">27</answer>
                        </answergroup>
                        <answergroup name="height">
                                <answer
name="height">5'11&#34;</answer>
                        </answergroup>
                        <answergroup name="weight">
                                <answer name="weight">207</answer>
                        </answergroup>
                        <answergroup name="Batting average">
                                <answer name="batting
average">0.281</answer>
                        </answergroup
                        <answergroup name="slugging percentage">
                                <answer name="slugging
percentage">0.421</answer>
                        </answergroup>
                        <answergroup name="On Base Percentage">
                                <answer name="On Base
Percentage">0.318</answer>
                        </answergroup>
                        <answergroup name="Number Games"
                                <answer name="Number
Games">130</answer>
                        </answergroup>
                        <answergroup name="At Bats">
                                <answer name="At
Bats">473</answer>
                        </answergroup>
                        <answergroup name="Runs">
                                <answer name="runs">59</answer>
                        </answergroup>
                        <answergroup name="Home Runs">
                                <answer name="Home
```

FIG. 56C

```
Runs">9</answer>
                        </answergroup>
                        <answergroup name="Hits">
                                <answer name="Hits">133</answer>
                        </answergroup>
                        <answergroup name="Total Bases">
                                <answer name="Total
Bases">199</answer>
                        </answergroup>
                        <answergroup name="Doubles">
                                <answer name="Doubles">20</answer>
                        </answergroup>
                        <answergroup name="Triples">
                                <answer name="Triples">2</answer>
                        </answergroup>
                        <answergroup name="Home Runs">
                                <answer name="Home
Runs">14</answer>
                        </answergroup>
                        <answergroup name="RBIs">
                                <answer name="RBIs">71</answer>
                        </answergroup>
                        <answergroup name="Bases On Balls">
                                <answer name="Bases on
Balls">23</answer>
                        </answergroup>
                        <answergroup name="Batter Strike Outs">
                                <answer name="Batter Strike
Outs">33</answer>
                        </answergroup>
                        <answergroup name="Stolen Bases">
                                <answer name=""Stolen
Bases">1</answer>
                        </answergroup>
                        <answergroup name="Errors">
                                <answer name="Errors">7</answer>
                        </answergroup>

                </profiles>
        </targetgroup>
</survey>
```

FIG. 56C
(Continued)

```
<?xml version="1.0" ?>
<wizard id="1" relationtype="1" clearrelations="1" xmins:::"x-
schema:/xml/relations-scheme.mxl">
    <relation name="industry" parent="industry" parent="survey" parentfield="survey"
/>

    <relation name="sport"   parent="industry"
 parentfield="industry"/>


    <relation name="practice area"  parent="industry"
parentfield="industry"/>
    <relation name="productactivity" parent="industry"
parentfield="industry"/>
    <relation name="Store Category" parent="industry"
parentfield="industry"/>
    <relation name="Restaurant Category" parent="industry"
parentfield="industry"/>
    <relation name="Cuisine" parent="industry"
parentfield="industry"/>
    <relation name="Genre" parent="industry"
parentfield="industry"/>
</wizard>
```

FIG. 57

```
<?xml version="1.0"  ?>
<wizard id="1" relationtype="0"  clearrelations="1"  xmins="x-
schema :/xml/relations-schema.xml

    <relation name="industry" parent="survey" parentfield="survey"/>
    <relation name="sport" parent="industry"
parentfield="industry"/>
    <relation name="practice area"  parent="industry"
parentfield= "industry"/>
    <relation name="productactivity" parent="industry"
parentfield="industry"/>
    <relation name= "Store Category" parent="industry"
parentfield="industry"/>
 <relation name="Restaurant Category" parent="industry"
 parentfield="industry"/>
    <relation name="Cuisine" parent="industry"
 parentfield="industry"/>
    <relation name="Genre" parent="industry"
 parentfield="industry"/>


    <relation name\"job" parent="industry" parentfield=" industry"/>
    <relation name\"job" parent="sport" parentfield="sport"/>
    <relation name="job" parent+practice area"
parentfield="practice area"/>
</wizard>
```

FIG. 58

```
<?xml version="1.0" ?>
<wizard id="1" clearlevels="1"  xmins="x-schema:/xml/relations-
schema_xml">
    <level id="1"  isrequired="1">
            <fg name="industry"  isdefault="1"  />
</level>
<level id="2"  isrequred="0">
            < fg name= "sport"  />
            < fg name= "productactivity"  />
            < fg name= "practice area"  />
            < fg name= "store category"  />
            < fg name= "restaurant category"  />
            < fg name= "cuisine"  />
            < fg name= "genre"  />

</level>
<level  id="3"  isrequred= "1">
            <fg name= "job"  isdefault= "1"/>
            <fg name="position"/>
<level>< / wizard>
```

FIG. 59

```
<?xml version "1.0" ?>
<profilesearch name="SmartReport" mincount="2" maxcount="200"
maxage="2" intervaltype="yyyy" xmlns="x-
schema:/xml/profilesearchschema.xml">
    <!-- People who work 40 hours a week, or who have answered
salary, but not the workweek part -->
    <!-- People who are in the USA, or who haven't answered country -
->
    <filter name="STATE" priority="1" />
    <filter name="COUNTRY" priority="2" />
    <filter name="ALLPEOPLE" priority="3" />
    <!-- these are the surveys that this smart report uses  -->
    <survey name="PayScale Main" />
    <survey name="Legal Journals - 2000" />
    <survey name="U.S. Bureau of Labor and Statistics" />
    <survey name="IT - 2001" />
    <survey name="Various" />
    <survey name="CEOs - SEC Data" />
    <matchgroup name="same or similar job" deterministic="1"
exactscore="14" maxscore="14" affinityscore="8">
        <!-- if they are in the same job or position it's a
high-scoring match  -->
        <affinity class="SEARCH" />
        <search fg="job" field="job" />
        <search fg="position" field="position" />
    </matchgroup>
    <matchgroup name="same or similar industry" deterministic="0"
exactscore="2" maxscore="4" affinityscore="1">
        <!-- being in the same industry (or any of the
following) is good, but it won't make it on it's own -->
        <affinity class="SEARCH" />
        <search fg="industry" field="industry" />
    </matchgroup>
    <matchgroup name="specific job attribute" deterministic="1"
exactscore="5" maxscore="10" affinityscore="2">
        <search fg="practice area" field="practice area" />
        <search fg="teaching rank" field="teaching rank" />
    </matchgroup>
    <matchgroup name="same or similar skills" deterministic="1"
exactscore="2" maxscore="8" affinityscore="1">
        <affinity class="SEARCH" />
        <search fg="skill" field" field="skill" />
```

FIG. 60A

```
    </matchgroup>
    <matchgroup name="same or similar certifications"
deterministic="1" exactscore="2" maxscore="8" affinityscore="1" />
            <affinity class="SEARCH" />
            <search fg="certifications" field="certifications" />
    </matchgroup>
    <matchgroup name="other job attribute" deterministic="1"
exactscore="4" maxscore="8" affinityscore="2">
            <!-- the existence of these fields are also quite
good. these are numeric  -->
            <search fg="PIC_Hours" field="PIC_Hours" anyvalue="1"
/>
            <ssearch fg="grade taught" field="grade taught"
anyvalue="1" />
            <search fg="career_home_runs" field="career_home_runs"\
anyvalue="1"
            <search fg="rebounds" field="rebounds" anyvalue="1" />
    </matchgroup>
    <matchgroup name="same compensation type" deterministic="0"
exactscore="4" maxscore="4" affinityscore="1"
            <search fg="hourly billing rate" field="hourly billing
rate" anyvalue="1" />
    </matchgroup>
    <matchgroup name="same city" deterministic="0" exactscore="2"
maxscore="2" affinityscore="1">
            <search fg="location" field="city" />
     </matchgroup>
    <matchgroup name="same or nearby state" deterministic="0"
exactscore="4" maxscore="4" affinityscore="2">
            <affinity class="SEARCH" />
            <search fg="location" field="state" />
    </matchgroup>
    <matchgroup name="other qualifiers" deterministic="0"
exactscore="4" maxscore="8" affinityscore="1">
            <!-- these improve the overall match score, but are
non-deterministic -->
            <search fg="sport" field="sport" />
            <search fg="productivity" field="productivity"
/>
            <search fg="genre" field='genre" />
            <search fg="company filing status"
field="companystockexchange" />
            <search fg="bar association" field=" bar association"
/>
    </matchgroup?
```

FIG. 60A
(Continued)

```
    <match group name="same employer" deterministic="0"
exactscore="1" maxscore-"1" affinityscore-"1">
                    <!-- these improve the overall score quite a bit, but
are still non-deterministic -->
                    <affinity class="SEARCH" />
                    <search fg="employer" field="employer name" />
    </matchgroup>
    <matchgroup name="same experience level" deterministic="0"
exactscore="6" maxscore="6" aftinityscore="0">
                    <!-- people in your same level of experience should
rise to the top -->
                    <search fg="years__Experience Range"
field="years__Experience Range"
    </matchgroup>
    <ranking name="Good Match" low="7" high="15 />
    <ranking name="Great Match" low"15" high="" />
</profilesearch>
```

FIG. 60B